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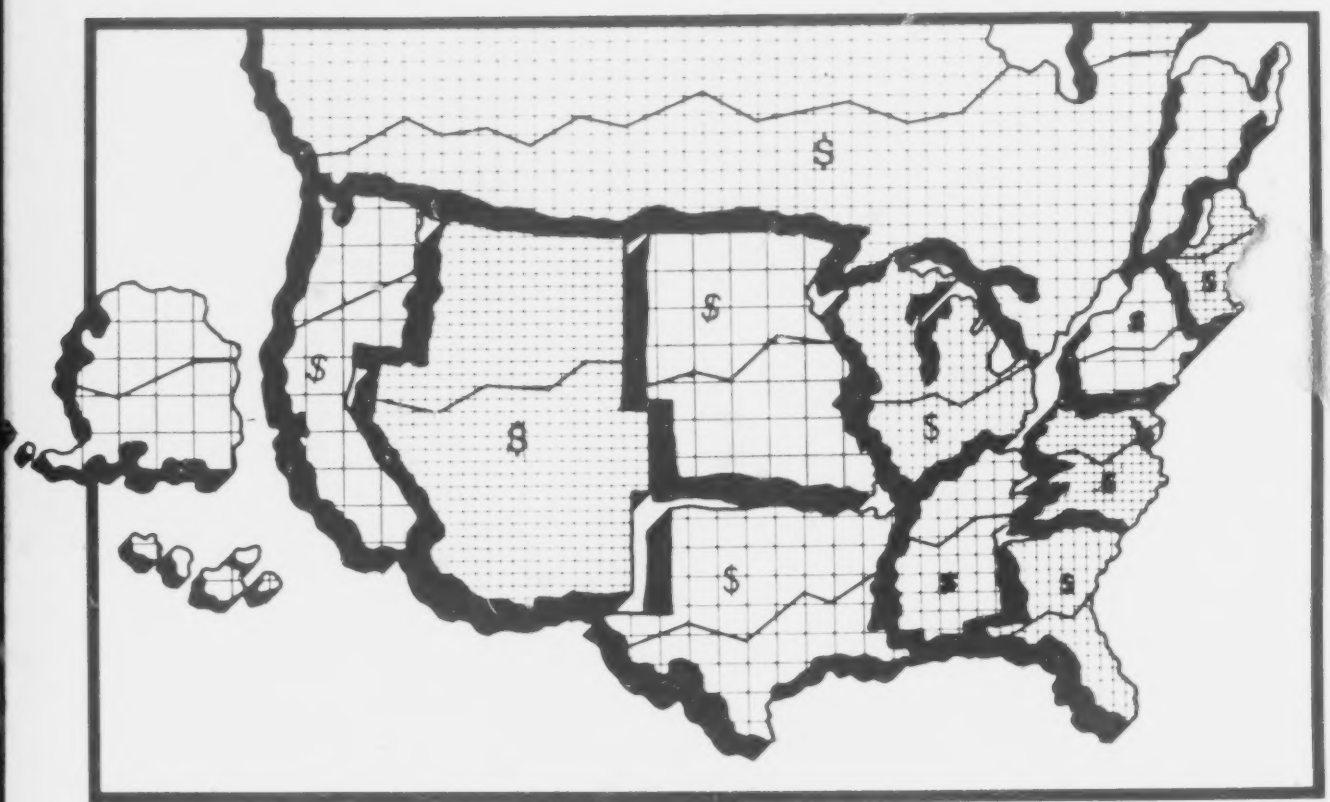
1990 - 1991 Faculty Salaries

in Graduate Departments of Psychology



1990-91 FACULTY SALARIES IN GRADUATE DEPARTMENTS OF PSYCHOLOGY

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1990-91 FACULTY SALARIES IN GRADUATE DEPARTMENTS OF PSYCHOLOGY

Background

Graduate departments of psychology have been surveyed on faculty salaries since the mid 1960s, originally by the Council of Graduate Departments of Psychology (COGDOP), and after 1978 by COGDOP in conjunction with the American Psychological Association (APA). Subsequent years saw the survey broaden in scope to cover more diverse issues concerning graduate education, and two years ago it was split into two separate components. This report presents results of the initial phase of the survey, addressing faculty salaries.

Method

The Faculty Salaries portion of the 1990-91 Survey of Graduate Departments of Psychology was mailed in October 1990 to U.S. and Canadian graduate departments of psychology listed in the 1990 edition of Graduate Study in Psychology and Associated Fields (APA, 1990), in addition to current members and affiliates of the National Council of Schools of Professional Psychology. The questionnaire requested information on employment status, rank, years in rank, highest degree and year awarded, and salary for all faculty members. Nonrespondents were sent a reminder postcard in November, and a follow-up mailing was conducted in December for departments that still had not responded.

An overall response rate of 65% was obtained; 421 departments and professional schools of the 648 surveyed provided usable information. Data presented in this report are based on 7,085 faculty who hold doctorates, who are employed full time, and for whom the relevant data were available. Included in this total are 5,140 faculty in 274 U.S. doctoral departments, 1,492 faculty in 133 U.S. master's departments, and 453 faculty in 14 Canadian departments.

Consistent with previous efforts, response rates varied considerably, depending on the geographic location of the institution, the highest degree offered by the department (doctoral or master's), whether the institution is public or private, and the department type. Response rates in the U.S. were higher for doctoral departments (73%) than for master's departments (56%). Departments in the U.S. overall were much more likely to have completed the survey than Canadian departments; indeed, none of Canada's six master's-level departments did so. Psychology departments were more likely than other types of academic units (e.g., professional schools or educational psychology departments) to have provided data.

Structure of the Report

Results are presented separately for: (1) U.S. doctoral departments; (2) U.S. master's departments; and (3) Canadian doctoral departments. Salaries are broken out along several dimensions for U.S. doctoral departments: geographic region, public or private institution status, and by type of department (e.g., psychology, professional school of psychology, or human development). Among master's departments, most respondents were psychology departments; thus, detailed breakdowns are limited to this group

only. All analyses of Canadian faculty salaries are for doctoral-level departments as there were no master's-level departments providing data.

Most salaries are presented according to academic rank and years in rank, or by years since earning the doctoral degree. Other salary data presented include those for beginning faculty, department chairs and individuals in administrative roles in the department. This year an additional table compares academic salaries for men and women by years in rank, and another examines how raises were determined.

Caveats and Changes from Previous Reports

It is important that readers of this report consider possible error introduced by nonresponse. Comparisons of respondents with nonrespondents indicated few marked differences in terms of the geographic distribution for U.S. doctoral departments and for doctoral psychology departments, in particular. However, the response rate for master's departments was lower both overall and especially for those departments in private institutions. In addition, only half of the Canadian departments responded to the survey, all of them at the doctoral level. Thus, in reading the results, the appropriate response rate should always be consulted (see Appendix A).

Several tables report percentage changes in average salaries over the past two years. These percentages are discussed in both monetary terms (as measured in current dollars) and in real terms (those that have been adjusted for inflation). Adjustments are based on the rates of inflation reported by the U.S. Bureau of Labor Statistics and the Embassy of Canada. It is important to note that these percentage changes are based on salary data reported by departments that responded to the survey for the respective years; they are not based on changes in faculty salaries computed on an individual basis. Thus, they are subject to the error that may be introduced by a slightly different set of departments responding to each survey.

Readers should also note that the term "Graduate Departments of Psychology" is meant broadly to encompass departments, schools, interdisciplinary programs, or other academic units that are listed in Graduate Study in Psychology and Associated Fields as offering a graduate degree in one or more areas of psychology. Departments may be called any of the following: (a) psychology; (b) educational psychology; (c) counseling psychology; (d) human development; (e) professional school; (f) counseling, guidance and counselor education; (g) school psychology; (h) education; or (i) other, but these department names are not synonymous with program areas. For example, a program in counseling or school psychology may be found in any one of several categories. Almost two thirds of the departments award degrees in multiple areas of psychology. The remaining third tend to be departments that are more specialized, offering degrees in a few closely related areas of psychology. Thus, "graduate departments of psychology" refers to any academic unit that offers one or more graduate degrees in psychology.

REFERENCES

American Psychological Association (1990). Graduate Study in Psychology and Associated Fields, 1990. Washington, DC: Author.

NOTES TO TABLES

1. Medians, quartiles, means, and standard deviations are reported for the majority of analyses. The median may be the most useful measure of central tendency since it is less influenced by extreme values than the arithmetic mean. In most of the tables, both median and mean salaries are presented; observed differences reflect the skewness in the distributions.

2. No statistics are provided where the N is less than 10 or where the standard deviation is 0. In these instances, only the N is provided.

3. Statistics also were not provided when the number of responding departments was 1 or when the Ns for subgroups based on rank and years in rank were so small that aggregate statistics would not be meaningful.

4. The majority of tables report salaries for faculty in U.S. graduate departments of psychology on a 9-10-month basis. Some departments (e.g., professional schools of psychology and departments of psychology in medical schools), however, typically operate on an 11-12-month academic calendar. In these cases, the 9-10-month salaries can be converted to their 11-12-month equivalents by multiplying by 11/9.

5. Percentage changes in average salaries from 1988-89 to 1990-91 are provided in some tables. These percentages are reported in both monetary terms (as measured in current dollars) and in real terms (those that have been adjusted for inflation). This adjustment is based on the rates of inflation reported by the U.S. Bureau of Labor Statistics and the Canadian Embassy. These percentage changes are based on salary data reported by departments that responded to the survey for the respective years; they are not based on increases in faculty salaries computed on an individual basis. Thus, they are affected by the error resulting from having a slightly different set of departments responding to each survey.

6. This report uses nine categories for geographic region that correspond to the divisions used by the U.S. Department of Commerce's Bureau of the Census. The states comprising each cluster are listed in Appendix B.

FACULTY SALARIES IN U.S. DOCTORAL DEPARTMENTS OF PSYCHOLOGY

Table 1. Changes in Average Salaries of Full-time Faculty in U.S. Doctoral Departments of Psychology by Rank: 1988-89 to 1990-91

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TABLE 1

Changes in Average Salaries of Full-time Faculty in U.S. Doctoral Departments of Psychology by Rank: 1988-89 to 1990-91

	Rank				
	Full Professor	Associate Professor	Assistant Professor	Lecturer/ Instructor	All Ranks
U.S. Doctoral Departments					
1988-89 (273 departments)	$53,602	$38,543	$30,987	$31,839	$44,543
	N=2,586	N=1,457	N=1,047	N=42	N=5,132
1989-90 (264 departments)	$56,335	$40,334	$32,643	$32,611	$46,730
	N=2,582	N=1,448	N=1,068	N=35	N=5,133
1990-91 (246 departments)	$60,192	$42,773	$34,791	$34,286	$49,682
	N=2,550	N=1,381	N=1,121	N=37	N=5,089
Percentage change in monetary salary					
1988-89 to 1989-90:	+5.1%	+4.6%	+5.3%	+2.4%	+4.9%
1989-90 to 1990-91:	+6.8%	+6.0%	+6.6%	+5.1%	+6.3%
Percentage change in real terms					
1988-89 to 1989-90:	+0.4%	+0.1%	+0.6%	-2.3%	+0.2%
1989-90 to 1990-91:	+0.6%	-0.2%	+0.4%	-1.1%	+0.1%
All U.S. Departments					
1988-89 (414 departments)	$51,623	$37,690	$30,437	$31,353	$43,135
	N=3,313	N=1,906	N=1,349	N=52	N=6,620
1989-90 (395 departments)	$54,145	$39,607	$32,006	$30,602	$45,075
	N=3,303	N=1,912	N=1,440	N=47	N=6,702
1990-91 (367 departments)	$57,758	$41,973	$33,966	$33,216	$47,924
	N=3,248	N=1,776	N=1,485	N=44	N=6,553
Percentage change in monetary salary					
1988-89 to 1989-90:	+4.9%	+5.1%	+5.2%	-2.4%	+4.5%
1989-90 to 1990-91:	+6.7%	+6.0%	+6.1%	+8.5%	+6.3%
Percentage change in real terms					
1988-89 to 1989-90:	+0.2%	+0.4%	+0.5%	-7.1%	-0.2%
1989-90 to 1990-91:	+0.5%	-0.2%	-0.1%	+2.3%	+0.1%

Source: 1989-90 and 1990-91 Surveys of Graduate Departments of Psychology, Office of Demographic, Employment, and Educational Research, American Psychological Association and Council of Graduate Departments of Psychology.

Note. All salaries are 9-10-month salaries. Percentage changes in monetary terms are measured in current dollars. Percentage changes in real terms reflect the percentage increase in monetary terms adjusted for the percentage change in the Consumer Price Index reported by the Bureau of Labor Statistics. These percentage changes were 4.7% for the period from September 1988 to September 1989 and 6.2% for the period from September 1989 to September 1990.

TABLE 2

Changes in Average Salaries of Full-Time Faculty in U.S. Doctoral Departments of Psychology by Rank and Years in Rank: 1988-89 to 1990-91

	Full Professor				Associate Professor			Assistant Professor		Lecturer or Instructor	
	At least 12 years in rank	6 to 11 years in rank	3 to 5 years in rank	Fewer than 3 years in rank	At least 6 years in rank	3 to 5 years in rank	Fewer than 3 years in rank	At least 3 years in rank	Fewer than 3 years in rank	At least 3 years in rank	Fewer than 3 years in rank
1988-89	$56,896	$52,322	$47,387	$48,203	$39,420	$38,945	$36,521	$32,508	$29,888	$34,249	$29,428
(273 departments)	N=1,314	N=673	N=286	N=313	N=721	N=353	N=383	N=439	N=608	N=21	N=21
1989-90	$59,611	$55,399	$51,574	$49,902	$41,046	$40,391	$38,964	$34,118	$31,605	$36,204	$30,489
(264 departments)	N=1,290	N=648	N=314	N=330	N=721	N=338	N=389	N=441	N=627	N=13	N=22
1990-91											
(246 departments)	$63,624	$59,294	$55,859	$52,692	$43,674	$43,063	$40,759	$36,159	$33,732	$38,953	$32,045
	N=1,275	N=637	N=310	N=328	N=710	N=309	N=362	N=489	N=632	N=12	N=25
Percentage change in monetary salary											
1988-89 to 1989-90:	+4.8%	+5.9%	+8.8%	+3.5%	+4.1%	+3.7%	+6.7%	+5.0%	+5.4%	+5.7%	+3.6%
1989-90 to 1990-91:	+6.7%	+7.0%	+8.3%	+5.6%	+6.4%	+6.6%	+4.6%	+6.0%	+6.7%	+7.6%	+5.1%
Percentage change in real terms											
1988-89 to 1989-90:	+0.1%	+1.2%	+4.1%	-1.2%	-0.6%	-1.0%	+2.0%	+0.3%	+0.7%	+1.0%	-1.1%
1989-90 to 1990-91:	+0.5%	+0.8%	+2.1%	-0.6%	+0.2%	+0.4%	-1.6%	-0.2%	+0.5%	+1.4%	-1.1%

Source: 1989-90 and 1990-91 Surveys of Graduate Departments of Psychology, Office of Demographic, Employment, and Educational Research, APA, and Council of Graduate Departments of Psychology.

Note. All salaries are 9-10-month salaries. Percentage changes in monetary terms are measured in current dollars. Percentage changes in real terms reflect the percentage increase in monetary terms adjusted for the percentage change in the Consumer Price Index reported by the Bureau of Labor Statistics. These percentage changes were 4.7% for the period from September 1988 to September 1989 and 6.2% for the period from September 1989 to September 1990.

TABLE 3

Distribution of 1990-91 Salaries for Full-time Faculty in U.S. Doctoral Departments of Psychology by Rank and Years in Rank

	Full Professor				Associate Professor			Assistant Professor		Lecturer/Instructor	
9-10-month salary	At least 12 years in rank	6 to 11 years in rank	3 to 5 years in rank	Fewer than 3 years in rank	At least 6 years in rank	3 to 5 years in rank	Fewer than 3 years in rank	At least 3 years in rank	Fewer than 3 years in rank	At least 3 years in rank	Fewer than 3 years in rank
$85,000 or more	134	22	7	5							
80,000-84,999	66	19	3	3							
75,000-79,999	79	30	10	5	1						
$74,000-74,999	15	5	3								
73,000-73,999	24	9	2	4							
72,000-72,999	20	9	3	2				1			
71,000-71,999	21	14	2	1		1					
70,000-70,999	39	11	5	1					1		
$69,000-69,999	25	15	4								
68,000-68,999	24	21	3	2		1					
67,000-67,999	19	4	7	2							
66,000-66,999	50	26	7	2	2	1	1				
65,000-65,999	24	9	6	5	2						
$64,000-64,999	20	10	3	2	3						
63,000-63,999	29	20	6	5	2	2					
62,000-62,999	46	16	1	5	4						
61,000-61,999	31	11	6	9	2	2				1	
60,000-60,999	22	21	6	12	6	1					
$59,000-59,999	22	16	11	4	3	1					
58,000-58,999	50	31	15	19	13					1	
57,000-57,999	30	18	11	9	3	1	2				
56,000-56,999	36	14	10	7	10		2				
55,000-55,999	37	24	13	9	17	8					
$54,000-54,999	34	26	13	18	5	3	4	2			
53,000-53,999	37	25	10	14	17	7	1				
52,000-52,999	26	22	16	18	9	4	2	1			
51,000-51,999	31	15	20	14	19	5	3	2		1	
50,000-50,999	27	20	14	16	19	16	15				1
$49,000-49,999	24	22	15	14	19	10	6	1			
48,000-48,999	33	14	5	17	42	8	3	1	1		
47,000-47,999	26	16	15	15	24	10	12	4			
46,000-46,999	29	22	6	8	24	17	15	9	3		
45,000-45,999	26	13	6	10	39	14	16	2			
$44,000-44,999	13	15	9	9	38	18	18	9	1		1
43,000-43,999	21	11	4	9	33	21	26	9	5		1
42,000-42,999	18	9	7	9	51	21	14	10	7		
41,000-41,999	21	11	5	4	38	10	14	16	9		1
40,000-40,999	4	10	6	6	44	18	28	22	15	1	
$39,000-39,999	5	3	1	8	28	10	33	28	20	2	
38,000-38,999	14	2	2	6	25	22	33	38	24		
37,000-37,999	6	3	2	4	21	14	23	34	34		
36,000-36,999	3	2	2	7	29	9	14	42	53		
35,000-35,999	4		3	1	22	18	24	45	57		4
$34,000-34,999	5		2	2	20	7	15	36	61		2
33,000-33,999	1		1	2	14	9	12	59	46		
32,000-32,999	2			1	26	6	11	29	71	1	
31,000-31,999	1	1	1	1	18	5	5	29	72	3	2
30,000-30,999	1		1		7	4	4	18	73	1	2
$29,000-29,999				1	4	3	4	21	36		3
28,000-28,999					1	1	2	10	21		3
27,000-27,999				1	2			7	8		2
26,000-26,999					1			3	4		
25,000-25,999					2				2		
Less than $25,000					1	1		1	8	1	3
N	1,275	637	310	328	710	309	362	489	632	12	25

Source: 1990-91 Survey of Graduate Departments of Psychology, Office of Demographic, Employment, and Educational Research, APA, and Council of Graduate Departments of Psychology. All salaries are 9-10-month salaries and are for full-time faculty.

TABLE 4

Summary Statistics: 1990-91 Salaries for Full-time Faculty in U.S. Doctoral Departments of Psychology by Rank and Years in Rank

Rank and Years in Rank	Median	Percentiles 10%	25%	75%	90%	Mean	S.D.	N
FULL PROFESSOR:								
12 or more years	$61,888	$45,300	$52,045	$72,850	$85,977	$63,624	15,697	1,275
6 - 11 years	$58,000	$44,747	$50,300	$66,999	$75,200	$59,294	12,191	637
3 - 5 years	$54,089	$42,476	$48,925	$61,037	$70,392	$55,859	11,906	310
Less than 3 years	$51,811	$39,760	$46,274	$58,164	$64,882	$52,692	10,831	328
All years	$58,000	$43,945	$49,930	$68,344	$80,000	$60,192	14,425	2,550
ASSOCIATE PROFESSOR:								
6 or more years	$43,028	$33,818	$38,365	$48,414	$54,411	$43,674	7,797	710
3 - 5 years	$42,850	$34,000	$38,000	$47,424	$52,000	$43,063	7,270	309
Less than 3 years	$40,000	$33,800	$36,920	$44,219	$48,300	$40,759	5,796	362
All years	$42,255	$33,894	$37,650	$47,162	$52,100	$42,773	7,302	1,381
ASSISTANT PROFESSOR:								
3 or more years	$35,686	$30,300	$33,000	$38,587	$42,262	$36,159	4,975	489
Less than 3 years	$33,000	$29,500	$31,000	$36,050	$38,800	$33,732	4,080	632
All years	$34,300	$29,800	$31,740	$37,238	$40,100	$34,791	4,649	1,121
LECTURER/INSTRUCTOR:								
3 or more years	$35,625	$30,000	$31,288	$45,614	$58,300	$38,953	12,199	12
Less than 3 years	$30,826	$21,000	$28,300	$35,200	$43,310	$32,045	7,380	25
All years	$31,637	$21,000	$29,137	$39,250	$50,000	$34,286	9,620	37

Source: 1990-91 Survey of Graduate Departments of Psychology, Office of Demographic, Employment, and Educational Research, APA and Council of Graduate Departments of Psychology.

Note. Included in this table are only those faculty who are full-time, who hold the doctoral degree, and who are in departments of psychology that award the doctoral degree (e.g., psychology departments, educational psychology departments, and professional schools of psychology). All salaries are 9-10-month salaries.

TABLE 5

1990-91 Salaries for Full-time Faculty in U.S. Doctoral Departments by Region, Rank, and Years in Rank

Geographic Region, Rank and Years in Rank		Median	Q1	Q3	Mean	S.D.	N
ALL U.S. REGIONS (246 departments)							
Full professor:	12 or more years in rank	61,888	52,045	72,850	63,624	15,697	1,275
	6 - 11 years in rank	58,000	50,300	66,999	59,295	12,192	637
	3 - 5 years in rank	54,089	48,925	61,037	55,859	11,906	310
	Less than 3 years in rank	51,812	46,274	58,164	52,692	10,832	328
	All years	58,000	49,930	68,344	60,192	14,425	2,550
Associate professor:	6 or more years in rank	43,028	38,365	48,414	43,674	7,797	710
	3 - 5 years in rank	42,850	38,000	47,424	43,063	7,270	309
	Less than 3 years in rank	40,000	36,920	44,219	40,759	5,796	362
	All years	42,255	37,650	47,162	42,773	7,302	1,381
Assistant professor:	3 or more years in rank	35,686	33,000	38,587	36,159	4,975	489
	Less than 3 years in rank	33,000	31,000	36,050	33,732	4,080	632
	All years	34,300	31,740	37,238	34,791	4,649	1,121
Lecturer/Instructor:	3 or more years in rank	35,625	31,288	45,614	38,953	12,199	12
	Less than 3 years in rank	30,826	28,300	35,200	32,046	7,381	25
	All years	31,637	29,137	39,250	34,286	9,620	37
All ranks	All years	46,631	37,497	58,139	49,682	15,588	5,089
NEW ENGLAND (15 departments)							
Full professor:	12 or more years in rank	70,394	60,656	78,918	70,108	12,836	86
	6 - 11 years in rank	58,490	52,120	64,700	59,643	9,429	41
	3 - 5 years in rank	51,770	49,781	54,517	54,226	8,261	12
	Less than 3 years in rank	50,763	47,850	55,915	52,939	8,877	19
	All years	62,040	52,598	73,250	64,122	13,159	158
Associate professor:	6 or more years in rank	47,410	43,100	50,950	47,672	6,217	41
	3 - 5 years in rank	42,192	38,445	47,310	42,676	5,790	20
	Less than 3 years in rank	40,000	38,844	42,191	40,341	3,433	26
	All years	43,535	40,000	48,275	44,333	6,291	87
Assistant professor:	3 or more years in rank	37,500	33,845	39,012	36,956	3,930	24
	Less than 3 years in rank	36,025	34,000	37,450	35,548	3,079	42
	All years	36,195	34,000	38,300	36,060	3,451	66
All ranks	All years	49,499	39,580	62,213	52,476	15,703	314
MIDDLE ATLANTIC (42 departments)							
Full professor:	12 or more years in rank	68,892	57,406	80,000	69,519	15,577	226
	6 - 11 years in rank	66,675	58,025	70,110	66,039	10,573	89
	3 - 5 years in rank	58,408	52,200	66,310	59,483	10,198	66
	Less than 3 years in rank	56,886	51,808	61,000	57,535	10,893	69
	All years	65,511	54,878	71,520	65,521	14,134	450
Associate professor:	6 or more years in rank	49,340	45,203	55,179	49,977	6,946	148
	3 - 5 years in rank	45,535	41,229	52,296	46,638	7,471	48
	Less than 3 years in rank	44,219	40,415	47,500	43,924	6,030	57
	All years	47,424	43,500	53,892	47,980	7,283	253
Assistant professor:	3 or more years in rank	37,273	33,828	41,544	37,739	5,405	92
	Less than 3 years in rank	34,925	31,800	38,100	35,518	5,942	82
	All years	36,000	32,600	39,649	36,692	5,756	174
All ranks	All years	53,325	42,469	66,191	54,596	16,210	884

TABLE 5 (Continued)
1990-91 Salaries for Full-time Faculty in U.S. Doctoral
Departments by Region, Rank, and Years in Rank

Geographic Region, Rank and Years in Rank		Median	Q1	Q3	Mean	S.D.	N
EAST SOUTH CENTRAL (20 departments)							
Full professor:	12 or more years in rank	52,553	47,621	58,189	54,758	12,936	80
	6 - 11 years in rank	54,388	45,500	66,500	58,547	17,121	34
	3 - 5 years in rank	50,004	45,600	59,928	53,671	13,745	23
	Less than 3 years in rank	47,748	42,561	53,900	49,409	9,711	16
	All years	52,040	46,030	58,377	54,877	13,916	153
Associate professor:	6 or more years in rank	36,888	33,484	40,734	37,758	5,624	38
	3 - 5 years in rank	37,604	32,004	44,000	38,126	6,652	22
	Less than 3 years in rank	36,843	34,000	38,500	37,451	6,184	25
	All years	36,886	33,484	40,734	37,763	5,999	85
Assistant professor:	3 or more years in rank	34,577	32,611	35,574	34,254	2,793	26
	Less than 3 years in rank	31,000	29,007	33,000	31,436	3,782	49
	All years	32,100	30,000	34,999	32,413	3,706	75
All ranks	All years	41,673	34,200	52,040	44,773	14,389	315
WEST SOUTH CENTRAL (22 departments)							
Full professor:	12 or more years in rank	54,502	46,120	66,200	56,380	13,827	90
	6 - 11 years in rank	49,272	44,486	60,750	54,019	12,689	55
	3 - 5 years in rank	51,600	43,200	56,900	50,977	9,791	25
	Less than 3 years in rank	51,125	43,900	58,550	52,064	10,600	27
	All years	51,541	44,900	62,469	54,444	12,724	197
Associate professor:	6 or more years in rank	37,050	33,800	41,704	37,954	6,898	75
	3 - 5 years in rank	38,331	34,704	44,775	40,061	6,688	25
	Less than 3 years in rank	37,483	35,500	39,150	38,084	4,580	32
	All years	37,350	34,174	41,480	38,385	6,380	132
Assistant professor:	3 or more years in rank	35,000	32,042	38,464	36,282	7,209	48
	Less than 3 years in rank	30,889	29,920	33,831	31,581	2,972	69
	All years	32,000	30,250	35,600	33,510	5,624	117
All ranks	All years	40,178	34,004	51,202	44,015	13,378	452
MOUNTAIN (20 departments)							
Full professor:	12 or more years in rank	56,946	49,479	66,143	57,615	11,083	107
	6 - 11 years in rank	53,000	48,900	60,000	55,347	11,306	53
	3 - 5 years in rank	49,626	46,133	54,680	50,781	8,236	20
	Less than 3 years in rank	52,800	47,150	57,600	52,483	10,274	41
	All years	54,000	48,300	61,281	55,500	10,970	221
Associate professor:	6 or more years in rank	39,755	35,136	43,806	39,174	5,538	47
	3 - 5 years in rank	38,891	32,720	45,020	39,484	8,127	14
	Less than 3 years in rank	38,100	35,450	40,774	38,846	5,074	25
	All years	38,818	35,036	43,277	39,129	5,832	86
Assistant professor:	3 or more years in rank	34,635	32,542	37,098	35,275	4,243	34
	Less than 3 years in rankde	33,500	31,100	37,100	34,311	4,209	53
	All years	34,000	31,535	37,100	34,687	4,224	87
All ranks	All years	45,598	36,658	55,800	47,204	12,929	397

TABLE 5 (Continued)

1990-91 Salaries for Full-time Faculty in U.S. Doctoral Departments by Region, Rank, and Years in Rank

Geographic Region, Rank and Years in Rank		Median	Q1	Q3	Mean	S.D.	N
PACIFIC (25 departments)							
Full professor:	12 or more years in rank	69,383	58,116	85,010	71,401	17,383	150
	6 - 11 years in rank	58,300	52,273	68,796	60,227	11,947	83
	3 - 5 years in rank	58,030	51,400	61,100	56,672	9,536	35
	Less than 3 years in rank	48,790	46,381	53,500	51,070	8,955	30
	All years	59,543	53,200	73,305	64,512	16,243	298
Associate professor:	6 or more years in rank	42,198	36,387	45,936	42,053	7,005	45
	3 - 5 years in rank	46,114	38,610	50,403	45,381	8,003	37
	Less than 3 years in rank	42,800	38,256	44,520	41,709	5,318	40
	All years	42,800	37,440	47,700	42,950	6,974	122
Assistant professor:	3 or more years in rank	37,800	33,992	40,250	37,394	5,158	44
	Less than 3 years in rank	36,000	32,900	38,112	35,526	3,777	49
	All years	36,600	32,900	39,948	36,410	4,556	93
All ranks	All years	50,403	40,200	63,800	54,256	17,762	518

Source: 1990-91 Survey of Graduate Departments of Psychology. Office of Demographic, Employment, and Educational Research, APA, and Council of Graduate Departments of Psychology.

Note. Included in this table are only those faculty who are full-time, who hold the doctoral degree, and who are in departments of psychology that award the doctoral degree (e.g., psychology departments, educational psychology departments, and professional schools of psychology). All salaries are 9-10-month salaries. Salary statistics for Lecturers/Instructors are not reported by region, given that the Ns are insufficient for analysis, but they are included in the figures for "All Ranks" reported for each region. For a description of the states included in each region, see Appendix B.

TABLE 5 (Continued)
1990-91 Salaries for Full-time Faculty in U.S. Doctoral
Departments by Region, Rank, and Years in Rank

Geographic Region, Rank and Years in Rank		Median	Q1	Q3	Mean	S.D.	N
EAST NORTH CENTRAL (41 departments)							
Full professor:	12 or more years in rank	60,600	51,946	70,430	61,905	14,344	241
	6 - 11 years in rank	55,864	51,711	64,797	58,811	11,643	120
	3 - 5 years in rank	54,300	49,500	60,800	56,186	12,866	49
	Less than 3 years in rank	49,120	43,919	57,480	50,621	11,769	53
	All years	56,900	49,500	66,447	59,206	13,706	463
Associate professor:	6 or more years in rank	43,128	39,412	48,430	44,024	7,622	124
	3 - 5 years in rank	44,219	38,286	49,014	44,439	7,354	43
	Less than 3 years in rank	40,000	37,600	45,400	41,525	6,477	71
	All years	42,829	38,286	47,444	43,353	7,319	238
Assistant professor:	3 or more years in rank	35,391	33,200	38,160	35,743	3,909	99
	Less than 3 years in rank	33,000	31,000	35,500	33,438	3,749	125
	All years	34,113	31,951	36,795	34,457	3,981	224
All ranks	All years	46,200	37,000	57,480	48,996	14,996	931
WEST NORTH CENTRAL (20 departments)							
Full professor:	12 or more years in rank	56,100	47,500	64,900	57,947	14,116	102
	6 - 11 years in rank	52,959	47,250	60,000	54,346	10,292	48
	3 - 5 years in rank	54,600	42,981	60,524	53,433	13,167	28
	Less than 3 years in rank	53,950	50,763	63,400	56,278	12,994	16
	All years	54,421	46,771	63,300	56,267	13,078	194
Associate professor:	6 or more years in rank	42,220	39,413	46,012	42,564	6,387	44
	3 - 5 years in rank	42,408	38,291	45,324	42,102	5,031	30
	Less than 3 years in rank	39,900	36,383	42,300	40,425	5,408	23
	All years	41,243	38,291	45,790	41,914	5,776	97
Assistant professor:	3 or more years in rank	35,931	31,228	37,869	35,335	4,764	39
	Less than 3 years in rank	33,435	31,550	35,106	33,474	2,938	60
	All years	33,700	31,500	36,731	34,208	3,851	99
All ranks	All years	43,500	36,383	54,500	47,051	13,714	391
SOUTH ATLANTIC (41 departments)							
Full professor:	12 or more years in rank	62,459	50,700	72,330	63,317	15,828	193
	6 - 11 years in rank	59,718	50,462	68,700	60,421	11,697	114
	3 - 5 years in rank	54,650	47,373	63,675	57,355	14,279	52
	Less than 3 years in rank	47,500	43,681	54,550	49,890	9,906	57
	All years	57,380	48,654	68,620	59,939	14,544	416
Associate professor:	6 or more years in rank	42,382	39,379	46,100	42,640	6,222	148
	3 - 5 years in rank	42,850	38,059	45,000	42,403	6,539	70
	Less than 3 years in rank	39,025	36,920	43,150	40,152	5,170	63
	All years	42,000	38,058	45,150	42,023	6,148	281
Assistant professor:	3 or more years in rank	35,000	31,975	38,070	35,293	4,672	83
	Less than 3 years in rank	33,000	31,373	35,020	33,461	3,025	103
	All years	33,650	31,716	36,540	34,279	3,944	186
All ranks	All years	45,100	37,450	56,500	48,742	15,273	887

TABLE 6

1990-91 Salaries for Full-time Faculty in U.S. Doctoral Departments
in Public Institutions by Region, Rank, and Years in Rank

Geographic Region, Rank and Years in Rank		Median	Q1	Q3	Mean	S.D.	N
ALL U.S. REGIONS (175 departments)							
Full professor:	12 or more years in rank	60,950	51,737	70,899	62,706	14,985	1,042
	6 - 11 years in rank	57,425	49,495	66,400	58,669	12,206	500
	3 - 5 years in rank	53,500	48,372	60,000	55,603	11,859	249
	Less than 3 years in rank	52,272	46,630	58,242	53,247	10,732	235
	All years	57,724	49,713	67,812	59,740	13,946	2,026
Associate professor:	6 or more years in rank	42,600	37,685	48,200	43,320	7,834	564
	3 - 5 years in rank	42,700	37,819	46,580	42,506	6,853	236
	Less than 3 years in rank	39,623	36,900	44,000	40,623	5,465	261
	All years	42,059	37,300	46,700	42,475	7,181	1,061
Assistant professor:	3 or more years in rank	35,410	32,800	38,587	36,033	5,148	367
	Less than 3 years in rank	32,922	30,889	35,880	33,438	3,750	487
	All years	34,000	31,500	37,008	34,553	4,586	854
Lecturer/Instructor:	3 or more years in rank	-	-	-	-	-	9
	Less than 3 years in rank	29,500	27,200	34,500	29,805	5,999	19
	All years	31,000	28,150	35,360	33,303	10,279	28
All ranks	All years	46,630	37,469	58,116	49,519	15,327	3,969
NEW ENGLAND (7 departments)							
Full professor:	12 or more years in rank	63,480	58,459	75,557	67,167	12,792	60
	6 - 11 years in rank	53,803	50,913	62,004	56,697	6,625	12
	3 - 5 years in rank	-	-	-	-	-	7
	Less than 3 years in rank	51,156	47,226	58,211	53,029	7,921	11
	All years	60,063	52,168	69,056	62,052	12,187	104
Associate professor:	6 or more years in rank	45,860	43,535	49,330	47,433	6,205	25
	3 - 5 years in rank	39,565	36,953	45,776	41,050	6,295	12
	Less than 3 years in rank	38,967	35,980	40,075	38,849	3,264	14
	All years	42,352	38,708	47,410	43,575	6,723	51
Assistant professor:	3 or more years in rank	33,789	32,948	38,324	35,223	4,770	11
	Less than 3 years in rank	33,823	30,225	39,000	34,496	4,451	16
	All years	33,789	32,000	39,000	34,792	4,507	27
All ranks	All years	50,913	40,985	62,004	52,761	14,870	183
MIDDLE ATLANTIC (21 departments)							
Full professor:	12 or more years in rank	70,110	62,140	77,299	70,196	13,074	141
	6 - 11 years in rank	68,210	66,059	70,110	67,091	10,068	52
	3 - 5 years in rank	56,259	52,200	66,124	58,605	9,062	39
	Less than 3 years in rank	58,492	52,272	61,492	58,806	11,658	39
	All years	66,310	56,799	70,677	66,293	12,774	271
Associate professor:	6 or more years in rank	52,054	47,376	55,179	51,807	5,872	96
	3 - 5 years in rank	46,526	43,300	51,592	47,556	5,793	27
	Less than 3 years in rank	45,699	43,558	47,600	44,920	5,039	26
	All years	49,395	45,136	55,179	49,835	6,327	149
Assistant professor:	3 or more years in rank	38,189	34,965	42,323	38,768	5,486	46
	Less than 3 years in rank	34,700	31,770	37,280	34,987	4,245	43
	All years	36,000	32,739	40,000	36,941	5,254	89
All ranks	All years	54,292	46,027	66,310	56,194	15,389	512

TABLE 6 (Continued)

1990-91 Salaries for Full-time Faculty in U.S. Doctoral Departments

in Public Institutions by Region, Rank, and Years in Rank

Geographic Region, Rank and Years in Rank		Median	Q1	Q3	Mean	S.D.	N
EAST NORTH CENTRAL (29 departments)							
Full professor:	12 or more years in rank	60,755	52,200	70,375	62,164	14,256	222
	6 - 11 years in rank	55,553	51,325	65,100	58,603	11,733	100
	3 - 5 years in rank	55,200	49,653	60,000	57,294	12,035	39
	Less than 3 years in rank	52,240	46,630	57,480	52,364	10,371	37
	All years	57,150	50,372	66,915	59,881	13,428	398
Associate professor:	6 or more years in rank	43,134	40,410	48,240	43,895	6,908	101
	3 - 5 years in rank	43,771	38,286	48,851	44,000	6,421	35
	Less than 3 years in rank	40,650	38,044	45,784	41,964	5,434	58
	All years	43,000	38,463	47,244	43,337	6,444	194
Assistant professor:	3 or more years in rank	35,410	33,124	38,568	35,877	4,161	79
	Less than 3 years in rank	33,000	31,000	35,600	33,389	3,852	97
	All years	34,065	31,800	37,004	34,505	4,171	176
All ranks	All years	47,116	38,000	57,752	49,715	15,068	774
WEST NORTH CENTRAL (18 departments)							
Full professor:	12 or more years in rank	56,900	46,771	65,150	58,139	14,493	94
	6 - 11 years in rank	54,115	45,228	61,000	54,865	10,751	43
	3 - 5 years in rank	55,304	42,512	61,500	54,026	13,480	26
	Less than 3 years in rank	54,200	52,150	68,500	57,323	12,735	15
	All years	55,417	46,600	63,850	56,679	13,390	178
Associate professor:	6 or more years in rank	41,243	39,179	46,023	42,331	6,695	39
	3 - 5 years in rank	42,766	38,701	45,887	42,406	5,041	28
	Less than 3 years in rank	40,100	37,497	45,315	41,388	5,294	19
	All years	41,912	39,111	45,994	42,147	5,849	86
Assistant professor:	3 or more years in rank	36,050	31,764	38,002	35,710	4,762	36
	Less than 3 years in rank	33,847	31,905	35,413	33,649	2,961	56
	All years	34,000	31,905	36,833	34,456	3,879	92
All ranks	All years	43,500	36,480	55,442	47,374	13,968	357
SOUTH ATLANTIC (33 departments)							
Full professor:	12 or more years in rank	61,970	50,429	72,546	63,472	16,110	160
	6 - 11 years in rank	59,245	50,462	66,961	60,093	11,994	93
	3 - 5 years in rank	55,000	47,472	64,249	58,035	14,992	45
	Less than 3 years in rank	47,000	42,957	54,000	49,297	10,155	43
	All years	56,853	48,643	68,139	60,046	14,926	341
Associate professor:	6 or more years in rank	42,218	39,169	46,000	42,475	6,306	124
	3 - 5 years in rank	42,255	37,956	44,384	41,968	6,640	63
	Less than 3 years in rank	39,025	36,920	43,150	40,146	5,443	53
	All years	41,738	38,000	44,600	41,827	6,261	240
Assistant professor:	3 or more years in rank	33,708	31,590	37,600	34,930	5,008	66
	Less than 3 years in rank	33,000	31,373	35,000	33,330	2,932	82
	All years	33,333	31,437	35,919	34,043	4,057	148
All ranks	All years	44,797	37,300	55,944	48,660	15,516	733

TABLE 6 (Continued)

1990-91 Salaries for Full-time Doctoral Faculty in U.S. Doctoral Departments in Public Institutions by Region, Rank, and Years in Rank

Geographic Region, Rank and Years in Rank		Median	Q1	Q3	Mean	S.D.	N
EAST SOUTH CENTRAL (17 departments)							
Full professor:	12 or more years in rank	52,040	46,441	56,530	51,786	7,947	65
	6 - 11 years in rank	50,040	44,700	58,000	55,237	16,978	26
	3 - 5 years in rank	49,925	45,600	52,600	52,401	13,094	21
	Less than 3 years in rank	43,779	41,047	52,234	46,114	6,679	12
	All years	51,140	44,721	56,172	52,065	11,356	124
Associate professor:	6 or more years in rank	36,746	33,484	40,270	37,592	5,574	35
	3 - 5 years in rank	37,455	32,004	44,000	38,132	6,816	21
	Less than 3 years in rank	36,600	34,000	38,300	36,873	5,187	19
	All years	36,746	33,484	40,414	37,561	5,796	75
Assistant professor:	3 or more years in rank	34,095	32,407	35,486	34,085	2,829	24
	Less than 3 years in rank	30,887	29,007	32,816	31,016	3,303	42
	All years	32,000	30,000	34,270	32,132	3,453	66
All ranks	All years	40,414	33,800	50,454	42,922	12,190	267
WEST SOUTH CENTRAL (14 departments)							
Full professor:	12 or more years in rank	51,820	45,456	65,809	55,207	13,624	80
	6 - 11 years in rank	48,000	44,486	59,670	53,001	11,628	51
	3 - 5 years in rank	51,600	43,200	56,900	50,977	9,791	25
	Less than 3 years in rank	51,422	44,580	58,550	52,547	10,503	26
	All years	51,381	44,710	60,600	53,627	12,193	182
Associate professor:	6 or more years in rank	36,535	33,637	40,900	37,611	6,716	72
	3 - 5 years in rank	38,166	34,704	44,770	39,779	6,653	22
	Less than 3 years in rank	37,300	35,500	39,020	37,902	4,228	26
	All years	37,127	34,174	40,750	38,071	6,257	120
Assistant professor:	3 or more years in rank	34,800	32,042	38,514	36,329	7,484	44
	Less than 3 years in rank	30,845	29,500	32,439	31,464	2,899	60
	All years	31,985	30,125	35,616	33,522	5,833	104
All ranks	All years	40,192	34,000	50,998	43,682	12,956	412
MOUNTAIN (16 departments)							
Full professor:	12 or more years in rank	57,059	49,515	66,235	57,746	11,297	96
	6 - 11 years in rank	53,329	48,637	61,231	55,708	11,806	48
	3 - 5 years in rank	50,831	46,668	56,408	51,454	8,390	18
	Less than 3 years in rank	53,818	48,500	59,522	54,032	9,917	35
	All years	54,828	48,500	61,665	56,015	11,070	197
Associate professor:	6 or more years in rank	39,818	35,136	44,295	39,304	5,690	43
	3 - 5 years in rank	38,891	33,585	44,559	39,223	8,034	12
	Less than 3 years in rank	38,100	35,450	40,774	38,846	5,074	25
	All years	38,818	35,086	43,322	39,149	5,837	80
Assistant professor:	3 or more years in rank	34,965	32,960	37,567	35,772	4,091	31
	Less than 3 years in rank	33,965	31,250	37,265	34,560	4,263	48
	All years	34,635	31,742	37,429	35,036	4,212	79
All ranks	All years	45,598	36,804	56,314	47,520	13,040	357

TABLE 6 (Continued)

1990-91 Salaries for Full-time Faculty in U.S. Doctoral Departments

in Public Institutions by Region, Rank, and Years in Rank

Geographic Region, Rank and Years in Rank		Median	Q1	Q3	Mean	S.D.	N
PACIFIC (15 departments)							
Full professor:	12 or more years in rank	66,276	58,116	83,245	69,877	15,979	124
	6 - 11 years in rank	59,100	55,297	69,400	61,484	11,822	61
	3 - 5 years in rank	58,116	51,400	61,100	56,619	10,168	29
	Less than 3 years in rank	50,600	48,500	58,116	53,446	8,993	17
	All years	61,284	55,044	72,200	64,787	15,034	231
Associate professor:	6 or more years in rank	42,781	34,900	45,936	41,659	7,568	29
	3 - 5 years in rank	46,167	41,100	50,350	46,052	6,484	16
	Less than 3 years in rank	42,800	38,750	43,500	42,173	4,867	21
	All years	42,928	37,440	46,800	42,888	6,705	66
Assistant professor:	3 or more years in rank	37,800	31,842	40,200	36,752	4,905	30
	Less than 3 years in rank	35,400	32,712	38,112	35,406	3,614	43
	All years	36,600	32,712	38,300	35,960	4,213	73
All ranks	All years	53,200	40,300	65,200	55,166	17,539	374

Source: 1990-91 Survey of Graduate Departments of Psychology. Office of Demographic, Employment, and Educational Research, APA, and Council of Graduate Departments of Psychology.

Note. Included in this table are only those faculty who are full-time, who hold the doctoral degree, and who are in departments of psychology that award the doctoral degree (e.g., psychology departments, educational psychology departments, and professional schools of psychology). All salaries are 9-10-month salaries. No statistics are provided where the N is less than 10 or where the standard deviation is 0; in these instances, only the N is provided. Salary statistics for Lecturers/Instructors are not reported by region, given that the Ns are insufficient for analysis, but they are included in the figures for "All Ranks" reported for each region. For a description of the states included in each region, see Appendix B.

TABLE 7

1990-91 Salaries for Full-time Faculty in U.S. Doctoral Departments
in Private Institutions by Region, Rank, and Years in Rank

Geographic Region, Rank and Years in Rank		Median	Q1	Q3	Mean	S.D.	N
ALL U. S. REGIONS (71 departments)							
Full professor:	12 or more years in rank	66,230	54,000	80,000	67,728	18,025	233
	6 - 11 years in rank	59,800	53,350	69,500	61,577	11,908	137
	3 - 5 years in rank	55,000	49,500	65,500	56,901	12,139	61
	Less than 3 years in rank	50,250	44,861	56,886	51,289	11,012	93
	All years	58,888	50,310	72,000	61,942	16,041	524
Associate professor:	6 or more years in rank	45,075	40,082	49,080	45,043	7,523	146
	3 - 5 years in rank	43,875	38,930	50,000	44,864	8,277	73
	Less than 3 years in rank	40,700	37,200	45,000	41,109	6,593	101
	All years	43,500	38,790	48,375	43,761	7,620	320
Assistant professor:	3 or more years in rank	36,434	33,708	39,000	36,539	4,414	122
	Less than 3 years in rank	34,450	32,000	36,750	34,720	4,919	145
	All Years	35,500	32,580	38,100	35,551	4,773	267
All ranks	All years	46,649	37,614	58,495	50,258	16,478	1,120
NEW ENGLAND (8 departments)							
Full professor:	12 or more years in rank	75,318	71,400	84,975	76,897	10,263	26
	6 - 11 years in rank	62,600	56,100	71,540	64,750	11,470	15
	3 - 5 years in rank	-	-	-	-	-	5
	Less than 3 years in rank	-	-	-	-	-	8
	All years	69,113	54,600	79,300	68,109	14,131	54
Associate professor:	6 or more years in rank	49,040	42,710	52,040	48,047	6,419	16
	3 - 5 years in rank	-	-	-	-	-	8
	Less than 3 years in rank	40,950	40,000	44,500	42,081	2,838	12
	All years	43,838	40,950	49,503	45,407	5,538	36
Assistant professor:	3 or more years in rank	38,100	37,500	39,700	38,423	2,356	13
	Less than 3 years in rank	36,350	34,800	37,400	36,195	1,588	26
	All years	36,600	35,300	38,100	36,937	2,132	39
All ranks	All years	48,200	38,300	64,700	52,079	16,848	131
MIDDLE ATLANTIC (21 departments)							
Full professor:	12 or more years in rank	66,500	54,671	81,200	68,396	19,052	85
	6 - 11 years in rank	60,250	55,888	71,000	64,560	11,216	37
	3 - 5 years in rank	59,250	51,930	70,158	60,750	11,711	27
	Less than 3 years in rank	55,778	50,250	60,061	55,882	9,754	30
	All years	61,000	53,675	74,000	64,352	15,942	179
Associate professor:	6 or more years in rank	46,837	42,510	50,213	46,600	7,542	52
	3 - 5 years in rank	41,987	39,102	53,000	45,458	9,216	21
	Less than 3 years in rank	43,810	38,650	46,200	43,089	6,719	31
	All years	44,450	40,425	50,000	45,323	7,755	104
Assistant professor:	3 or more years in rank	36,028	33,250	39,600	36,709	5,177	46
	Less than 3 years in rank	35,500	32,000	38,700	36,103	7,394	39
	All years	35,955	32,500	39,300	36,431	6,260	85
All ranks	All years	49,285	39,325	60,800	52,396	17,053	372

TABLE 7 (Continued)

1990-91 Salaries for Full-time Faculty in U.S. Doctoral Departments

in Private Institutions by Region, Rank, and Years in Rank

Geographic Region, Rank and Years in Rank		Median	Q1	Q3	Mean	S.D.	N
EAST NORTH CENTRAL (12 departments)							
Full professor:	12 or more years in rank	56,200	47,900	75,000	58,879	15,423	19
	6 - 11 years in rank	60,250	54,550	64,356	59,855	11,416	20
	3 - 5 years in rank	51,900	36,810	66,500	51,864	15,660	10
	Less than 3 years in rank	47,900	35,220	56,300	46,592	14,043	16
	All years	55,000	46,500	64,500	55,075	14,742	65
Associate professor:	6 or more years in rank	42,000	38,000	48,600	44,592	10,364	23
	3 - 5 years in rank	-	-	-	-	-	8
	Less than 3 years in rank	37,800	33,800	41,800	39,563	9,966	13
	All years	41,150	37,050	48,450	43,427	10,436	44
Assistant professor:	3 or more years in rank	35,000	33,200	36,800	35,216	2,718	20
	Less than 3 years in rank	33,485	31,000	35,350	33,608	3,430	28
	All years	34,300	32,650	36,200	34,278	3,223	48
All ranks	All years	40,100	34,400	54,300	45,453	14,159	157
WEST NORTH CENTRAL (2 departments)		(Insufficient Ns of faculty for analysis)					
SOUTH ATLANTIC (8 departments)							
Full professor:	12 or more years in rank	62,900	53,025	71,340	62,564	14,591	33
	6 - 11 years in rank	62,100	50,744	71,900	61,874	10,420	21
	3 - 5 years in rank	-	-	-	-	-	7
	Less than 3 years in rank	52,500	45,480	56,700	51,714	9,205	14
	All years	58,400	49,851	69,200	59,451	12,741	75
Associate professor:	6 or more years in rank	44,575	39,510	46,350	43,493	5,816	24
	3 - 5 years in rank	-	-	-	-	-	7
	Less than 3 years in rank	39,400	38,000	43,000	40,186	3,600	10
	All years	44,000	39,420	46,200	43,168	5,368	41
Assistant professor:	3 or more years in rank	36,700	34,000	38,531	36,704	2,707	17
	Less than 3 years in rank	33,000	32,000	35,800	33,971	3,394	21
	All years	35,800	32,750	37,000	35,194	3,361	38
All ranks	All years	45,973	38,000	58,300	49,131	14,098	154
EAST SOUTH CENTRAL (3 departments)		(Insufficient Ns of faculty for analysis)					
WEST SOUTH CENTRAL (3 departments)		(Insufficient Ns of faculty for analysis)					
MOUNTAIN (4 departments)		(Insufficient Ns of faculty for analysis)					
PACIFIC (10 departments)							
Full professor:	12 or more years in rank	77,205	60,570	100,000	78,668	21,870	26
	6 - 11 years in rank	53,675	49,075	63,000	56,743	11,861	22
	3 - 5 years in rank	-	-	-	-	-	6
	Less than 3 years in rank	46,381	44,250	49,080	47,962	8,215	13
	All years	56,500	48,098	75,930	63,564	19,963	67

TABLE 7 (Continued)

1990-91 Salaries for Full-time Faculty in U.S. Doctoral Departments in Private Institutions by Region, Rank, and Years in Rank

Geographic Region, Rank and Years in Rank		Median	Q1	Q3	Mean	S.D.	N
PACIFIC (Continued)							
Associate professor:	6 or more years in rank	41,959	37,291	49,059	42,767	6,017	16
	3 - 5 years in rank	46,114	37,628	50,403	44,870	9,117	21
	Less than 3 years in rank	42,536	35,790	45,706	41,196	5,867	19
	All years	42,209	37,389	48,948	43,023	7,338	56
Assistant professor:	3 or more years in rank	38,355	34,054	43,570	38,768	5,601	14
	Less than 3 years in rank	-	-	-	-	-	6
	All years	36,627	35,027	41,660	38,054	5,443	20
All ranks	All years	47,002	39,871	56,250	51,892	18,180	144

Source: 1990-91 Survey of Graduate Departments of Psychology. Office of Demographic, Employment, and Educational Research, APA, and Council of Graduate Departments of Psychology.

Note. Included in this table are only those faculty who are full-time, who hold the doctoral degree, and who are in departments of psychology that award the doctoral degree (e.g., psychology departments, educational psychology departments, and professional schools of psychology). All salaries are 9-10-month salaries. No statistics are provided where the N is less than 10 or where the standard deviation is 0; in these instances, only the N is provided. Salary statistics for Lecturers/Instructors are not reported, given that the Ns are insufficient for analysis, but they are included in the figures for "All Ranks" reported for each region. For a description of the states included in each region, see Appendix B.

TABLE 8

1990-91 Salaries for Full-time Faculty in U.S. Doctoral Departments by Type of Department, Rank, and Years in Rank

Type of Department, Rank and Years in Rank		Median	Q1	Q3	Mean	S.D.	N
PSYCHOLOGY (159 departments)							
Full professor:	12 or more years in rank	63,000	53,581	74,437	65,171	15,851	1,023
	6 - 11 years in rank	58,300	51,200	68,210	59,979	12,035	506
	3 - 5 years in rank	54,242	49,576	61,100	56,703	11,830	250
	Less than 3 years in rank	52,134	47,320	58,300	53,309	10,621	251
	All years	58,488	51,000	69,625	61,367	14,566	2,030
Associate professor:	6 or more years in rank	43,200	38,673	48,600	43,880	7,940	537
	3 - 5 years in rank	43,052	38,100	47,681	43,413	7,563	240
	Less than 3 years in rank	40,066	37,800	44,343	41,260	5,640	266
	All years	42,500	38,058	47,615	43,104	7,405	1,043
Assistant professor:	3 or more years in rank	35,978	33,123	39,000	36,365	4,909	388
	Less than 3 years in rank	33,866	31,308	36,370	33,969	4,073	488
	All years	34,782	32,000	37,470	35,030	4,616	876
Lecturer/Instructor:	3 or more years in rank	39,250	31,575	51,108	39,676	12,522	11
	Less than 3 years in rank	31,637	28,800	35,580	32,767	7,857	21
	All years	33,250	29,722	40,034	35,142	10,076	32
All ranks	All years	47,700	38,000	59,600	50,576	16,035	3,981
EDUCATIONAL/COUNSELING/SCHOOL PSYCHOLOGY (57 departments)							
Full professor:	12 or more years in rank	54,662	47,600	63,400	56,167	11,811	212
	6 - 11 years in rank	53,559	46,472	63,170	55,116	11,078	86
	3 - 5 years in rank	49,251	44,787	56,084	50,719	10,526	35
	Less than 3 years in rank	52,150	46,428	58,400	53,335	10,267	37
	All years	53,629	46,472	62,400	55,124	11,459	370
Associate professor:	6 or more years in rank	42,736	37,800	46,763	43,027	7,015	123
	3 - 5 years in rank	42,165	36,800	46,450	41,722	5,708	39
	Less than 3 years in rank	37,324	34,800	42,300	38,503	5,832	50
	All years	41,850	36,365	45,997	41,720	6,757	212
Assistant professor:	3 or more years in rank	33,815	31,800	37,250	35,236	5,366	67
	Less than 3 years in rank	31,800	30,000	34,260	32,247	3,269	97
	All years	32,891	30,501	35,656	33,468	4,486	164
All ranks	All years	44,873	36,000	54,000	46,436	12,815	751
HUMAN DEVELOPMENT (10 departments)							
Full professor:	12 or more years in rank	69,136	60,259	80,500	69,174	16,431	19
	6 - 11 years in rank	59,500	50,985	71,000	61,854	13,300	20
	3 - 5 years in rank	55,692	51,174	64,332	56,883	8,131	17
	Less than 3 years in rank	58,003	51,423	59,573	57,209	11,466	16
	All years	59,543	52,250	69,251	61,580	13,546	72
Associate professor:	6 or more years in rank	40,527	39,100	47,772	43,671	9,290	17
	3 - 5 years in rank	-	-	-	-	-	9
	Less than 3 years in rank	39,976	36,750	43,755	40,773	5,315	20
	All years	40,079	37,300	45,324	42,517	7,491	46
Assistant professor:	3 or more years in rank	36,359	33,500	39,500	37,287	4,733	18
	Less than 3 years in rank	31,794	31,000	38,573	34,814	5,307	28
	All years	34,708	31,500	38,665	35,782	5,182	46
All ranks	All years	44,950	37,334	58,357	48,997	15,294	164

TABLE 8 (Continued)

1990-91 Salaries for Full-time Faculty in U.S. Doctoral Departments by Type of Department, Rank, and Years in Rank

Type of Department, Rank and Years in Rank		Median	Q1	Q3	Mean	S.D.	N
PROFESSIONAL SCHOOL (14 schools)							
Full professor:	12 or more years in rank	51,594	44,108	75,514	58,989	19,708	20
	6 - 11 years in rank	50,744	47,951	64,213	57,766	15,356	25
	3 - 5 years in rank	-	-	-	-	-	7
	Less than 3 years in rank	40,950	36,810	46,381	41,193	7,047	22
	All years	47,495	41,554	57,383	51,805	16,286	74
Associate professor:	6 or more years in rank	40,271	37,123	45,936	42,169	7,628	30
	3 - 5 years in rank	39,614	35,790	45,946	40,514	6,122	17
	Less than 3 years in rank	41,018	33,800	45,706	39,953	6,805	26
	All years	40,082	35,790	45,936	40,994	6,991	73
Assistant professor:	3 or more years in rank	33,236	30,750	36,008	33,751	4,322	16
	Less than 3 years in rank	32,154	30,000	36,500	33,350	4,428	18
	All years	32,540	30,000	36,401	33,539	4,316	34
All ranks	All years	41,199	34,912	48,612	44,014	13,413	181

Source: 1990-91 Survey of Graduate Departments of Psychology. Office of Demographic, Employment, and Educational Research, APA, and Council of Graduate Departments of Psychology.

Note. Included in this table are only those faculty who are full-time, who hold the doctoral degree, and who are in departments of psychology that award the doctoral degree. The category "Educational/Counseling/School Psychology" includes departments of educational psychology, counseling psychology, school psychology, and other similar types of units. All salaries are 9-10-month salaries. No statistics are provided where the N is less than 10 or where the standard deviation is 0; in these instances, only the N is provided. With the exception of Psychology Departments, salary statistics for Lecturers/Instructors are not reported, given that the Ns are insufficient for analysis, but they are included in the figures for "All Ranks" reported for each type of department.

TABLE 9

1990-91 Salaries for Full-time Faculty in U.S. Doctoral Departments of Psychology
by Type of Department and Years Since Doctorate

Type of Department, and Years Since Doctorate	Median	Q1	Q3	Mean	S.D.	N
PSYCHOLOGY (156 departments)						
35 or more years	68,340	56,946	83,800	70,389	18,526	193
30 - 34 years	63,308	53,350	75,204	64,688	17,260	259
25 - 29 years	57,810	48,600	69,400	59,833	15,121	515
20 - 24 years	53,892	46,038	63,800	55,564	13,905	706
17 - 19 years	52,060	44,098	59,100	53,404	13,018	370
14 - 16 years	49,827	42,600	57,000	50,742	11,640	382
11 - 13 years	44,719	39,151	52,639	47,013	10,703	316
8 - 10 years	40,173	36,500	45,040	41,491	7,158	319
6 - 7 years	36,925	34,000	40,400	37,704	5,709	222
4 - 5 years	35,618	32,250	38,851	36,274	5,786	234
2 - 3 years	33,818	31,075	35,565	33,463	3,148	228
0 - 1 year	32,500	30,600	35,000	32,450	3,560	153
EDUCATIONAL/COUNSELING/SCHOOL PSYCHOLOGY (60 departments)						
35 or more years	64,180	56,003	73,035	65,123	10,981	12
30 - 34 years	57,700	45,000	67,000	57,459	15,907	41
25 - 29 years	54,546	47,132	64,281	55,597	11,855	108
20 - 24 years	50,492	43,300	[illegible],800	51,066	9,636	157
17 - 19 years	45,829	41,118	[illegible],588	48,076	10,674	88
14 - 16 years	45,500	41,400	1,091	47,048	10,601	61
11 - 13 years	45,704	39,800	50,220	45,972	10,303	70
8 - 10 years	36,424	33,219	42,179	37,767	5,976	46
6 - 7 years	35,802	32,597	39,000	35,537	4,007	41
4 - 5 years	34,000	29,882	36,603	33,695	4,373	40
2 - 3 years	32,283	31,364	35,250	33,182	2,640	44
0 - 1 year	30,000	29,500	32,000	30,988	2,978	39
HUMAN DEVELOPMENT (10 departments)						
35 or more years	-	-	-	-	-	4
30 - 34 years	-	-	-	-	-	9
25 - 29 years	-	-	-	-	-	5
20 - 24 years	59,539	50,471	69,366	60,020	13,418	18
17 - 19 years	51,337	42,931	59,151	52,033	10,782	24
14 - 16 years	55,200	42,000	59,085	51,794	11,213	23
11 - 13 years	50,224	39,042	56,450	49,061	9,800	19
8 - 10 years	38,600	37,368	40,100	39,305	4,442	17
6 - 7 years	-	-	-	-	-	8
4 - 5 years	34,950	31,788	38,800	36,380	5,823	14
2 - 3 years	37,200	31,770	42,000	37,390	6,664	13
0 - 1 year	31,005	31,000	38,480	33,377	4,214	11

TABLE 9 (continued)

1990-91 Salaries for Full-time Faculty in U.S. Doctoral Departments of Psychology
by Type of Department and Years Since Doctorate

	Median	Q1	Q3	Mean	S.D.	N
PROFESSIONAL SCHOOL (18 schools)						
35 or more years	-	-	-	-	-	8
30 - 34 years	52,045	45,255	84,713	58,364	21,537	11
25 - 29 years	44,254	42,500	49,075	51,288	16,194	13
20 - 24 years	47,403	40,424	58,487	49,319	13,561	26
17 - 19 years	45,946	37,743	48,900	46,054	17,995	15
14 - 16 years	42,123	33,111	46,248	41,879	8,680	28
11 - 13 years	38,884	34,000	44,000	39,885	7,729	29
8 - 10 years	37,163	33,473	42,536	38,027	8,033	29
6 - 7 years	36,810	28,285	39,992	36,809	8,054	15
4 - 5 years	34,000	31,809	38,400	35,267	5,849	15
2 - 3 years	30,142	29,448	33,000	31,882	4,427	14
0 - 1 year	-	-	-	-	-	5

Source: 1990-91 Survey of Graduate Departments of Psychology. Office of Demographic, Employment, and Educational Research, APA, and Council of Graduate Departments of Psychology.

Note. Included in this table are only those faculty who are full-time, who hold the doctoral degree, and who are in departments of psychology that award the doctoral degree. The category "Educational/Counseling/School Psychology" includes departments of educational psychology, counseling psychology, school psychology, and other similar units. All salaries are 9-10-month salaries. No statistics are provided where the N is less than 10 or where the standard deviation is 0; in these instances, only the N is provided.

TABLE 10

1990-91 Salaries for Full-time Faculty in U.S. Doctoral Psychology Departments by Region, Rank, and Years in Rank

Geographic Region, Rank and Years in Rank		Median	Q1	Q3	Mean	S.D.	N
ALL REGIONS (159 departments)							
Full professor:	12 or more years in rank	63,000	53,581	74,437	65,171	15,851	1,023
	6 - 11 years in rank	58,300	51,200	68,210	59,979	12,035	506
	3 - 5 years in rank	54,242	49,576	61,100	56,703	11,830	250
	Less than 3 years in rank	52,134	47,320	58,300	53,309	10,621	251
	All years	58,488	51,000	69,625	61,367	14,566	2,030
Associate professor:	6 or more years in rank	43,200	38,673	48,600	43,880	7,940	537
	3 - 5 years in rank	43,052	38,100	47,681	43,413	7,563	240
	Less than 3 years in rank	40,066	37,800	44,343	41,260	5,640	266
	All years	42,500	38,058	47,615	43,104	7,405	1,043
Assistant professor:	3 or more years in rank	35,978	33,123	39,000	36,365	4,909	388
	Less than 3 years in rank	33,866	31,308	36,370	33,969	4,073	488
	All years	34,782	32,000	37,470	35,030	4,616	876
All ranks	All years	47,700	38,000	59,600	50,576	16,035	3,981
NEW ENGLAND (12 departments)							
Full professor:	12 or more years in rank	70,543	60,778	79,120	70,486	12,797	83
	6 - 11 years in rank	58,490	52,120	64,700	59,643	9,429	41
	3 - 5 years in rank	51,770	49,781	54,517	54,226	8,261	12
	Less than 3 years in rank	50,763	47,850	55,915	52,939	8,977	19
	All years	62,075	52,598	73,525	64,208	13,213	155
Associate professor:	6 or more years in rank	46,468	42,352	49,900	47,274	6,188	38
	3 - 5 years in rank	41,775	38,370	46,904	42,358	5,887	18
	Less than 3 years in rank	40,000	38,967	41,796	40,473	3,190	24
	All years	42,980	40,000	48,187	44,128	6,156	80
Assistant professor:	3 or more years in rank	37,500	33,845	39,012	36,956	3,930	24
	Less than 3 years in rank	35,350	34,000	36,900	35,421	2,999	37
	All years	36,050	34,000	38,100	36,025	3,448	61
All ranks	All years	49,665	39,594	62,600	52,807	15,844	299
MIDDLE ATLANTIC (27 departments)							
Full professor:	12 or more years in rank	70,110	57,960	78,809	70,251	15,550	184
	6 - 11 years in rank	66,310	58,025	70,110	65,841	9,340	74
	3 - 5 years in rank	58,416	53,249	66,310	59,988	10,399	53
	Less than 3 years in rank	56,886	51,808	61,492	57,892	11,172	49
	All years	66,310	55,266	71,747	66,151	14,032	360
Associate professor:	6 or more years in rank	51,315	47,304	55,179	51,090	6,280	104
	3 - 5 years in rank	45,535	42,032	51,571	46,819	7,447	40
	Less than 3 years in rank	44,262	40,600	47,200	44,403	5,558	38
	All years	48,325	44,127	55,176	48,755	6,974	182
Assistant professor:	3 or more years in rank	38,117	35,298	42,148	38,346	5,518	70
	Less than 3 years in rank	35,500	32,000	38,100	35,780	6,075	61
	All years	36,370	33,000	39,852	37,151	5,903	131
All ranks	All years	54,093	43,967	66,310	55,640	16,269	679

TABLE 10 (Continued)

1990-91 Salaries for Full-time Faculty in U.S. Doctoral Psychology Departments by Region, Rank, and Years in Rank

Geographic Region, Rank and Years in Rank		Median	Q1	Q3	Mean	S.D.	N
EAST NORTH CENTRAL (26 departments)							
Full professor:	12 or more years in rank	62,703	52,969	73,640	63,956	14,779	192
	6 - 11 years in rank	56,850	51,774	65,000	59,201	11,806	94
	3 - 5 years in rank	57,390	49,653	63,600	58,677	12,468	38
	Less than 3 years in rank	52,328	47,800	58,500	53,457	11,163	41
	All years	59,168	51,000	69,222	61,002	13,861	365
Asssociate professor:	6 or more years in rank	43,140	38,926	48,411	43,981	7,834	108
	3 - 5 years in rank	44,310	40,000	49,014	45,144	7,387	33
	Less than 3 years in rank	41,926	38,463	45,840	42,692	5,972	54
	All years	43,080	38,878	48,000	43,821	7,298	195
Assistant professor:	3 or more years in rank	35,500	33,555	38,474	35,967	3,957	87
	Less than 3 years in rank	33,776	31,445	36,150	33,965	3,776	100
	All years	34,750	32,500	37,100	34,897	3,979	187
All ranks	All years	46,822	37,289	59,600	49,805	15,500	753
WEST NORTH CENTRAL (10 departments)							
Full professor:	12 or more years in rank	54,000	45,618	63,300	55,979	13,651	63
	6 - 11 years in rank	52,800	46,600	60,000	54,506	10,955	31
	3 - 5 years in rank	54,200	39,900	67,919	54,070	15,056	19
	Less than 3 years in rank	-	-	-	-	-	8
	All years	53,700	45,568	62,550	55,044	12,936	121
Associate professor:	6 or more years in rank	40,001	35,121	43,500	40,169	5,851	23
	3 - 5 years in rank	42,100	36,400	44,425	41,716	5,736	19
	Less than 3 years in rank	39,350	34,100	41,821	39,975	6,723	11
	All years	40,200	35,983	43.700	40,684	5,931	53
Assistant professor:	3 or more years in rank	34,800	30,888	37,717	34,964	5,137	20
	less than 3 years in rank	32,750	31,500	34,000	32,886	2,566	38
	All years	32,900	31,000	36,000	33,602	3,750	58
All ranks	All years	42,694	35,350	54,122	46,403	13,641	232
SOUTH ATLANTIC (30 departments)							
Full professor:	12 or more years in rank	62,939	52,300	73,900	64,827	16,057	159
	6 - 11 years in rank	59,718	50,462	66,961	60,244	11,642	98
	3 - 5 years in rank	55,445	48,855	64,249	58,188	14,438	47
	Less than 3 years in rank	49,197	45,000	54,587	50,775	9,797	50
	All years	58,280	49,527	69,259	60,692	14,685	354
Associate professor:	6 or more years in rank	42,458	38,960	46,635	42,521	6,351	125
	3 - 5 years in rank	42,900	38,059	45,000	42,546	6,693	63
	Less than 3 years in rank	39,443	37,200	43,000	40,537	5,249	50
	All years	42,034	38,058	45,500	42,111	6,259	238
Assistant professor:	3 or more years in rank	34,650	31,740	37,600	34,762	3,785	71
	Less than 3 years in rank	33,442	32,000	35,200	33,609	2,919	86
	All years	34,000	31,975	36,000	34,130	3,377	157
All ranks	All years	45,400	37,450	57,750	49,112	15,612	753

TABLE 10 (Continued)

1990-91 Salaries for Full-time Faculty in U.S. Doctoral Psychology Departments by Region, Rank, and Years in Rank

Geographic Region, Rank and Years in Rank		Median	Q1	Q3	Mean	S.D.	N
EAST SOUTH CENTRAL (12 departments)							
Full professor:	12 or more years in rank	55,312	49,500	59,337	57,117	13,819	58
	6 - 11 years in rank	56,021	51,597	75,000	62,533	17,511	26
	3 - 5 years in rank	51,102	47,749	59,928	53,501	10,298	19
	Less than 3 years in rank	47,495	42,363	53,800	48,991	10,452	13
	All years	53,788	48,205	60,287	56,828	14,335	116
Associate professor:	6 or more years in rank	35,986	32,103	38,610	36,355	5,803	25
	3 - 5 years in rank	36,372	31,994	38,796	36,730	6,648	17
	Less than 3 years in rank	36,843	32,526	39,772	37,512	6,455	23
	All years	36,367	32,103	38,796	36,863	6,185	65
Assistant professor:	3 or more years in rank	34,886	32,203	35,898	34,322	2,970	23
	Less than 3 years in rank	31,955	29,254	34,173	32,000	4,062	36
	All years	33,000	30,500	35,398	32,905	3,822	59
All ranks	All years	40,853	34,000	53,472	45,438	15,289	242
WEST SOUTH CENTRAL (16 departments)							
Full professor:	12 or more years in rank	56,000	46,540	66,200	57,547	13,578	71
	6 - 11 years in rank	48,000	44,164	58,881	53,047	12,094	41
	3 - 5 years in rank	52,500	47,089	56,900	50,205	8,388	15
	Less than 3 years in rank	49,586	43,900	54,700	50,877	10,985	19
	All years	52,045	45,120	61,500	54,661	12,644	146
Associate professor:	6 or more years in rank	38,727	34,086	42,008	38,562	6,963	56
	3 - 5 years in rank	39,782	35,500	45,850	41,412	7,072	18
	Less than 3 years in rank	39,000	37,000	43,600	39,383	4,686	23
	All years	39,000	35,000	42,412	39,286	6,544	97
Assistant professor:	3 or more years in rank	35,731	34,007	38,427	37,268	7,609	34
	Less than 3 years in rank	30,889	29,450	33,916	31,437	2,926	52
	All years	32,589	30,519	35,600	33,742	5,987	86
All ranks	All years	41,253	34,700	51,512	44,547	13,324	332
MOUNTAIN (11 departments)							
Full professor:	12 or more years in rank	58,588	49,479	66,500	58,377	11,757	83
	6 - 11 years in rank	53,258	48,774	62,338	55,952	11,488	35
	3 - 5 years in rank	50,831	45,598	56,408	50,564	7,495	14
	Less than 3 years in rank	52,800	47,742	60,000	53,529	10,693	31
	All years	54,828	48,500	63,418	56,263	11,397	163
Associate professor:	6 or more years in rank	40,050	35,136	43,366	39,123	5,565	29
	3 - 5 years in rank	-	-	-	-	-	9
	Less than 3 years in rank	38,762	36,700	40,774	39,276	4,336	18
	All years	38,829	34,743	43,118	38,672	5,443	56
Assistant professor:	3 or more years in rank	35,083	33,208	37,829	35,403	3,231	24
	Less than 3 years in rank	35,000	31,535	37,826	35,276	4,172	39
	All years	35,000	32,000	37,826	35,324	3,814	63
All ranks	All years	45,525	37,100	56,408	47,907	13,351	285

TABLE 10 (Continued)

1990-91 Salaries for Full-time Faculty in U.S. Doctoral Psychology Departments by Region, Rank, and Years in Rank

Geographic Region, Rank and Years in Rank		Median	Q1	Q3	Mean	S.D.	N
PACIFIC (15 departments)							
Full professor:	12 or more years in rank	69,400	58,116	87,700	73,351	16,898	130
	6 - 11 years in rank	60,392	56,500	69,400	62,338	11,700	66
	3 - 5 years in rank	58,116	52,250	61,100	56,856	9,753	33
	Less than 3 years in rank	51,400	48,500	58,116	53,716	9,406	21
	All years	63,732	58,000	76,490	66,617	16,068	250
Associate professor:	6 or more years in rank	45,200	36,710	48,300	43,509	7,551	29
	3 - 5 years in rank	48,400	45,200	50,800	49,002	7,237	23
	Less than 3 years in rank	42,800	39,070	45,040	42,762	4,851	25
	All years	45,200	39,600	49,900	44,907	7,137	77
Assistant professor:	3 or more years in rank	38,200	36,000	41,600	38,169	5,140	35
	Less than 3 years in rank	35,900	32,712	38,112	35,504	3,700	39
	All years	36,600	32,900	40,000	36,764	4,607	74
All ranks	All years	54,490	42,220	66,800	56,863	18,252	406

Source: 1990-91 Survey of Graduate Departments of Psychology. Office of Demographic, Employment, and Educational Research, APA, and Council of Graduate Departments of Psychology.

Note. Included in this table are only those faculty who are full-time, who hold the doctoral degree, and who are in psychology departments that award the doctoral degree; excluded are other types of departments that may be more specialized in nature (e.g., counseling psychology and professional schools of psychology). All salaries are 9-10-month salaries. No statistics are provided where the N is less than 10 or where the standard deviation is 0; in these instances, only the N is provided. Salary statistics for Lecturers/Instructors are not reported, given that the Ns are insufficient for analysis, but they are included in the figures for "All Ranks" reported for each region. For a description of the states included in each region, see Appendix B.

TABLE 11

1990-91 Salaries for Full-time Faculty in U.S. Doctoral Psychology Departments in Public Institutions by Region, Rank, and Years in Rank

Geographic Region, Rank and Years in Rank		Median	Q1	Q3	Mean	S.D.	N
ALL U. S. REGIONS (111 departments)							
Full professor:	12 or more years in rank	62,423	53,331	72,735	64,122	15,208	821
	6 - 11 years in rank	58,005	49,994	66,310	59,029	11,926	395
	3 - 5 years in rank	54,242	49,446	60,000	56,107	11,945	201
	Less than 3 years in rank	52,134	47,100	58,116	53,043	10,614	187
	All years	58,116	50,600	68,586	60,572	14,153	1,604
Associate professor:	6 or more years in rank	42,802	38,000	48,421	43,525	8,046	433
	3 - 5 years in rank	42,950	37,944	46,800	42,737	7,166	190
	Less than 3 years in rank	39,886	37,300	44,127	41,011	5,439	194
	All years	42,264	37,705	47,362	42,745	7,362	817
Assistant professor:	3 or more years in rank	35,574	33,000	38,771	36,211	5,110	291
	Less than 3 years in rank	33,200	31,029	36,335	33,819	3,839	370
	All years	34,356	31,810	37,400	34,872	4,596	661
All ranks	All years	47,495	38,000	58,881	50,215	15,658	3,105
NEW ENGLAND (6 departments)							
Full professor:	12 or more years in rank	63,480	58,432	75,747	67,241	12,962	58
	6 - 11 years in rank	53,803	50,913	62,004	56,697	6,625	26
	3 - 5 years in rank	-	-	-	-	-	7
	Less than 3 years in rank	51,156	47,226	58,211	53,029	7,921	11
	All years	60,063	52,134	68,966	61,994	12,273	102
Associate professor:	6 or more years in rank	45,860	43,535	49,330	47,433	6,205	25
	3 - 5 years in rank	38,520	35,775	46,904	40,992	6,599	11
	Less than 3 years in rank	38,967	36,407	39,828	38,865	2,754	12
	All years	42,944	38,776	47,563	43,815	6,766	48
Assistant professor:	3 or more years in rank	33,789	32,948	38,324	35,223	4,770	11
	Less than 3 years in rank	33,956	30,450	39,000	34,796	4,437	15
	All years	33,845	32,650	39,000	34,977	4,491	26
All ranks	All years	50,950	41,330	62,004	52,972	14,844	177
MIDDLE ATLANTIC (12 departments)							
Full professor:	12 or more years in rank	70,110	61,772	73,710	70,135	13,225	113
	6 - 11 years in rank	68,210	66,310	69,625	67,070	6,629	42
	3 - 5 years in rank	54,242	53,249	66,124	58,658	9,532	29
	Less than 3 years in rank	56,605	51,808	61,492	58,158	11,527	30
	All years	66,310	57,350	70,110	66,299	12,477	214
Associate professor:	6 or more years in rank	53,993	48,909	56,110	52,897	5,197	72
	3 - 5 years in rank	46,610	44,480	52,421	48,254	5,413	24
	Less than 3 years in rank	46,862	44,127	49,395	45,754	5,445	15
	All years	51,324	46,694	55,179	50,928	5,923	111
Assistant professor:	3 or more years in rank	39,751	36,150	44,083	39,775	5,649	36
	Less than 3 years in rank	35,724	32,000	38,603	35,832	4,418	32
	All years	37,499	34,100	41,544	37,920	5,444	68
All ranks	All years	55,179	46,694	66,310	56,918	14,917	395

TABLE 11 (Continued)

1990-91 Salaries for Full-time Faculty in U.S. Doctoral Psychology Departments in Public Institutions by Region, Rank, and Years in Rank

Geographic Region, Rank and Years in Rank		Median	Q1	Q3	Mean	S.D.	N
EAST NORTH CENTRAL (18 departments)							
Full professor:	12 or more years in rank	62,860	53,350	73,600	64,280	14,794	175
	6 - 11 years in rank	55,864	51,711	65,100	59,040	11,843	76
	3 - 5 years in rank	57,260	49,653	61,450	58,236	12,817	33
	Less than 3 years in rank	53,592	47,700	57,752	53,813	10,756	30
	All years	59,224	51,774	69,700	61,377	13,977	314
Associate professor:	6 or more years in rank	43,215	38,974	48,000	43,853	7,031	86
	3 - 5 years in rank	44,219	38,100	48,851	44,247	6,570	27
	Less than 3 years in rank	42,235	39,477	45,840	42,572	5,070	45
	All years	43,140	38,974	47,444	43,555	6,444	158
Assistant professor:	3 or more years in rank	35,500	33,689	39,000	36,117	4,286	69
	Less than 3 years in rank	33,776	31,689	36,503	34,033	3,897	74
	All years	34,800	32,500	37,550	35,039	4,207	143
All ranks	All years	47,483	38,125	59,750	50,452	15,681	621
WEST NORTH CENTRAL (8 departments)							
Full professor:	12 or more years in rank	53,716	45,568	63,300	56,021	14,276	55
	6 - 11 years in rank	55,404	45,228	61,000	55,396	11,764	26
	3 - 5 years in rank	55,000	39,900	67,919	55,051	15,641	17
	Less than 3 years in rank	-	-	-	-	-	7
	All years	54,043	45,228	63,000	55,556	13,504	105
Associate professor:	6 or more years in rank	39,533	33,300	41,243	38,999	5,976	18
	3 - 5 years in rank	42,600	38,100	44,425	42,171	5,860	17
	Less than 3 years in rank	-	-	-	-	-	7
	All years	40,252	36,400	43,700	40,839	6,190	42
Assistant professor:	3 or more years in rank	36,100	32,000	38,134	35,693	5,232	17
	Less than 3 years in rank	33,100	31,810	34,138	33,105	2,623	34
	All years	33,370	31,810	36,100	33,967	3,849	51
All ranks	All years	42,629	35,700	54,600	46,873	14,109	198
SOUTH ATLANTIC (24 departments)							
Full professor:	12 or more years in rank	62,920	51,715	74,160	65,179	16,477	130
	6 - 11 years in rank	58,153	49,500	63,806	59,122	11,912	82
	3 - 5 years in rank	55,445	48,855	64,249	58,774	15,154	41
	Less than 3 years in rank	47,135	43,681	54,000	49,722	10,293	38
	All years	57,750	48,738	68,919	60,551	15,218	291
Associate professor:	6 or more years in rank	42,386	38,800	47,194	42,401	6,523	106
	3 - 5 years in rank	42,293	38,058	44,384	42,100	6,740	58
	Less than 3 years in rank	39,213	37,062	42,825	40,467	5,498	44
	All years	41,835	38,028	44,800	41,908	6,399	208
Assistant professor:	3 or more years in rank	33,700	31,590	36,850	34,337	3,887	57
	Less than 3 years in rank	33,333	31,961	35,020	33,510	2,916	69
	All years	33,575	31,740	35,700	33,884	3,401	126
All ranks	All years	44,800	37,200	56,088	48,843	15,804	629

TABLE 11 (Continued)

1990-91 Salaries for Full-time Faculty in U.S. Doctoral Psychology Departments in Public Institutions by Region, Rank, and Years in Rank

Geographic Region, Rank and Years in Rank		Median	Q1	Q3	Mean	S.D.	N
PACIFIC (11 departments)							
Full professor:	12 or more years in rank	69,400	58,116	84,300	71,505	15,776	109
	6 - 11 years in rank	61,284	58,116	69,400	62,093	11,810	55
	3 - 5 years in rank	58,116	51,400	61,100	56,619	10,168	29
	Less than 3 years in rank	50,600	48,500	58,116	53,446	8,993	17
	All years	62,658	58,116	74,566	65,522	15,143	210
Associate professor:	6 or more years in rank	44,850	34,900	45,936	42,667	7,932	22
	3 - 5 years in rank	46,717	42,800	50,800	47,199	6,093	14
	Less than 3 years in rank	42,800	38,750	43,500	42,330	4,987	19
	All years	43,452	38,500	47,700	43,704	6,780	55
Assistant professor:	3 or more years in rank	38,200	31,842	40,200	37,049	4,849	27
	Less than 3 years in rank	35,650	32,712	38,112	35,491	3,748	38
	All years	36,600	32,712	39,200	36,138	4,275	65
All ranks	All years	55,422	41,256	66,276	56,057	17,748	334

Source: 1990-91 Survey of Graduate Departments of Psychology. Office of Demographic, Employment, and Educational Research, APA, and Council of Graduate Departments of Psychology.

Note. Included in this table are only those faculty who are full-time, who hold the doctoral degree, and who are in psychology departments that award the doctoral degree; excluded are other types of departments that may be more specialized in nature (e.g., counseling psychology and professional schools of psychology). All salaries are 9-10-month salaries. No statistics are provided where the N is less than 10 or where the standard deviation is 0; in these instances, only the N is provided. Salary statistics for Lecturers/Instructors are not reported, given that the Ns are insufficient for analysis, but they are included in the figures for "All Ranks" reported for each region. For a description of the states included in each region, see Appendix B.

TABLE 12

1990-91 Salaries for Full-time Faculty in U.S. Doctoral Psychology Departments in Private Institutions by Region, Rank, and Years in Rank

Geographic Region, Rank and Years in Rank		Median	Q1	Q3	Mean	S.D.	N
ALL U. S. REGIONS (48 departments)							
Full professor:	12 or more years in rank	68,283	55,500	81,000	69,434	17,642	202
	6 - 11 years in rank	61,200	54,978	71,500	63,360	11,865	111
	3 - 5 years in rank	56,500	52,150	66,000	59,148	11,131	49
	Less than 3 years in rank	52,263	48,183	58,888	54,088	10,686	64
	All years	62,000	53,318	74,100	64,363	15,687	426
Associate professor:	6 or more years in rank	45,325	40,513	49,300	45,358	7,333	104
	3 - 5 years in rank	45,750	40,000	50,403	45,978	8,511	50
	Less than 3 years in rank	41,000	38,575	45,120	41,931	6,138	72
	All years	43,821	39,800	48,400	44,403	7,431	226
Assistant professor:	3 or more years in rank	36,700	34,700	39,200	36,827	4,244	97
	Less than 3 years in rank	34,400	32,000	36,500	34,439	4,718	118
	All years	35,483	33,000	37,600	35,516	4,655	215
All ranks	All years	48,171	38,100	62,025	51,856	17,254	876
NEW ENGLAND (6 departments)							
Full professor:	12 or more years in rank	76,300	71,600	84,975	78,013	8,717	25
	6 - 11 years in rank	62,600	56,100	71,540	64,750	11,470	15
	3 - 5 years in rank	-	-	-	-	-	5
	Less than 3 years in rank	-	-	-	-	-	8
	All years	69,525	55,000	79,300	68,469	14,013	53
Associate professor:	6 or more years in rank	48,275	42,320	49,900	46,969	6,397	13
	3 - 5 years in rank	-	-	-	-	-	7
	Less than 3 years in rank	40,950	40,000	44,500	42,081	2,838	12
	All years	42,980	40,875	48,678	44,597	5,173	32
Assistant professor:	3 or more years in rank	38,100	37,500	39,700	38,423	2,356	13
	Less than 3 years in rank	36,175	34,500	36,600	35,847	1,349	22
	All years	36,500	35,000	38,100	36,804	2,163	35
All ranks	All years	48,188	38,300	66,000	52,569	17,253	122
MIDDLE ATLANTIC (15 departments)							
Full professor:	12 or more years in rank	68,133	55,300	83,800	70,436	18,769	71
	6 - 11 years in rank	60,100	55,503	71,250	64,229	11,941	32
	3 - 5 years in rank	59,725	52,759	70,500	61,595	11,355	24
	Less than 3 years in rank	56,886	50,250	62,000	57,471	10,882	19
	All years	61,906	54,920	75,400	65,935	16,086	146
Associate professor:	6 or more years in rank	46,969	42,828	49,623	47,024	6,671	32
	3 - 5 years in rank	41,722	38,784	50,775	44,667	9,542	16
	Less than 3 years in rank	43,810	39,000	46,000	43,521	5,570	23
	All years	44,304	40,600	49,049	45,358	7,173	71
Assistant professor:	3 or more years in rank	36,478	33,708	39,600	36,832	5,022	34
	Less than 3 years in rank	35,500	32,311	37,485	35,722	7,581	29
	All years	36,000	33,000	38,700	36,321	6,300	63
All ranks	All years	50,530	39,514	62,600	53,864	17,857	284

TABLE 12 (Continued)

1990-91 Salaries for Full-time Faculty in U.S. Doctoral Psychology Departments in Private Institutions by Region, Rank, and Years in Rank

Geographic Region, Rank and Years in Rank		Median	Q1	Q3	Mean	S.D.	N
EAST NORTH CENTRAL (8 departments)							
Full professor:	12 or more years in rank	56,200	48,400	75,000	60,614	14,635	17
	6 - 11 years in rank	60,250	54,100	64,500	59,882	11,964	18
	3 - 5 years in rank	-	-	-	-	-	5
	Less than 3 years in rank	49,150	47,800	63,000	52,486	12,708	11
	All years	57,750	48,500	67,000	58,698	13,020	51
Associate professor:	6 or more years in rank	41,900	38,000	48,600	44,482	10,595	22
	3 - 5 years in rank	-	-	-	-	-	6
	Less than 3 years in rank	-	-	-	-	-	9
	All years	41,800	38,000	48,600	44,954	10,212	37
Assistant professor:	3 or more years in rank	35,000	33,200	36,600	35,392	2,296	18
	Less than 3 years in rank	33,853	31,000	35,500	33,772	3,473	26
	All years	34,450	32,900	36,200	34,435	3,122	44
All ranks	All years	41,800	35,098	55,850	46,758	14,282	132
WEST NORTH CENTRAL (2 departments)		(Insufficient Ns of faculty for analysis)					
SOUTH ATLANTIC (6 departments)							
Full professor:	12 or more years in rank	63,973	54,900	71,340	63,247	14,179	29
	6 - 11 years in rank	63,050	61,300	73,410	65,991	8,252	16
	3 - 5 years in rank	-	-	-	-	-	6
	Less than 3 years in rank	53,500	49,250	57,550	54,111	7,431	12
	All years	61,300	53,000	70,890	61,340	12,006	63
Associate professor:	6 or more years in rank	45,150	39,420	46,500	43,189	5,394	19
	3 - 5 years in rank	-	-	-	-	-	5
	Less than 3 years in rank	-	-	-	-	-	6
	All years	45,325	39,600	46,500	43,518	5,058	30
Assistant professor:	3 or more years in rank	36,584	35,800	38,531	36,491	2,836	14
	Less than 3 years in rank	34,000	32,750	35,800	34,008	2,988	17
	All years	35,800	32,950	37,000	35,130	3,134	31
All ranks	All years	46,500	38,000	61,400	50,476	14,584	124
EAST SOUTH CENTRAL (3 departments)		(Insufficient Ns of faculty for analysis)					
WEST SOUTH CENTRAL (3 departments)		(Insufficient Ns of faculty for analysis)					
MOUNTAIN (1 department)		(Insufficient Ns of faculty for analysis)					
PACIFIC (4 departments)		(Insufficient Ns of faculty for analysis)					

Source: 1990-91 Survey of Graduate Departments of Psychology. Office of Demographic, Employment, and Educational Research, APA, and Council of Graduate Departments of Psychology.

Note. Included in this table are only those faculty who are full-time, who hold the doctoral degree, and who are in psychology departments that award the doctoral degree; excluded are other types of departments that may be more specialized in nature (e.g., professional schools of psychology). All salaries are 9-10-month salaries. No statistics are provided where the N is less than 10 or where the standard deviation is 0; in these instances, only the N is provided. Salary statistics for Lecturers/Instructors are not reported, given that the Ns are insufficient for analysis, but they are included in the figures for "All Ranks" reported for each region. For a description of the states included in each region, see Appendix B.

FACULTY SALARIES IN U.S. MASTER'S DEPARTMENTS OF PSYCHOLOGY

Table 13.	Changes in Average Salaries of Full-time Faculty in U.S. Master's Departments of Psychology by Rank: 1988-89 to 1990-91
Table 14.	Changes in Average Salaries of Full-time Faculty in U.S. Master's Departments of Psychology by Rank and Years in Rank: 1988-89 to 1990-91
Table 15.	Distribution of 1990-91 Salaries for Full-time Faculty in U.S. Master's Departments of Psychology by Rank and Years in Rank
Table 16.	Summary Statistics: 1990-91 Salaries for Full-time Faculty in U.S. Master's Departments of Psychology by Rank and Years in Rank
Table 17.	1990-91 Salaries for Full-time Faculty in U.S. Master's Departments of Psychology by Type of Department, Rank, and Years in Rank
Table 18.	1990-91 Salaries for Full-time Faculty in U.S. Master's Psychology Departments by Region, Rank, and Years in Rank
Table 19.	1990-91 Salaries for Full-time Faculty in U.S. Master's Psychology Departments by Type of Institution, Rank, and Years in Rank
Table 20.	1990-91 Salaries for Full-time Faculty in U.S. Master's Psychology Departments by Years Since Doctorate

TABLE 13

Changes in Average Salaries of Full-time Faculty in U.S. Master's Departments of Psychology by Rank: 1988-89 to 1990-91

	Rank				
	Full Professor	Associate Professor	Assistant Professor	Lecturer/ Instructor	All Ranks
U.S. Master's Departments					
1988-89 (141 departments)	$44,585 N=727	$34,924 N=449	$28,531 N=302	$29,314 N=10	$38,309 N=1,488
1989-90 (131 departments)	$46,301 N=721	$37,339 N=464	$30,177 N=372	$24,741 N=12	$39,663 N=1,569
1990-91 (121 departments)	$48,867 N=698	$39,175 N=395	$31,424 N=364	a N=7	$41,813 N=1,464
Percentage change in monetary salary:					
1988-89 to 1989-90:	+3.8%	+6.9%	+5.8%	-15.6%	+3.5%
1989-90 to 1990-91:	+5.5%	+4.9%	+1.1%	a	+5.4%
Percentage change in real terms:					
1988-89 to 1989-90:	-0.9%	+2.2%	+1.1%	-19.2%	-1.2%
1989-90 to 1990-91:	-0.7%	-1.3%	-2.1%	a	-0.8%
All U.S. Departments					
1988-89 (414 departments)	$51,623 N=3,313	$37,690 N=1,906	$30,437 N=1,349	$31,353 N=52	$43,135 N=6,620
1989-90 (395 departments)	$54,145 N=3,303	$39,607 N=1,912	$32,006 N=1,440	$30,602 N=47	$45,075 N=6,702
1990-91 (367 departments)	$57,758 N=3,248	$41,973 N=1,776	$33,966 N=1,485	$33,216 N=44	$47,924 N=6,553
Percentage change in monetary salary					
1988-89 to 1989-90:	+4.9%	+5.1%	+5.2%	-2.4%	+4.5%
1989-90 to 1990-91:	+6.7%	+6.0%	+6.1%	+8.5%	+6.3%
Percentage change in real terms					
1988-89 to 1989-90:	+0.2%	+0.4%	+0.5%	-7.1%	-0.2%
1989-90 to 1990-91:	+0.5%	-0.2%	-0.1%	+2.3%	+0.1%

Source: 1989-90 and 1990-91 Surveys of Graduate Departments of Psychology, Office of Demographic, Employment, and Educational Research, American Psychological Association and Council of Graduate Departments of Psychology.

Note. All salaries are 9-10-month salaries. Percentage changes in monetary terms are measured in current dollars. Percentage changes in real terms reflect the percentage increase in monetary terms adjusted for the percentage change in the Consumer Price Index reported by the Bureau of Labor Statistics. These percentage changes were 4.7% for the period from September 1988 to September 1989 and 6.2% for the period from September 1989 to September 1990.

TABLE 14

Changes in Average Salaries of Full-Time Faculty in U.S. Master's Departments of Psychology by Rank and Years in Rank: 1988-89 to 1990-91

	Full Professor				Associate Professor			Assistant Professor	
	At least 12 years in rank	6 to 11 years in rank	3 to 5 years in rank	Fewer than 3 years in rank	At least 6 years in rank	3 to 5 years in rank	Fewer than 3 years in rank	At least 3 years in rank	Fewer than 3 years in rank
1988-89	$47,445	$44,302	$41,911	$39,550	$36,895	$33,956	$31,969	$30,226	$27,046
(141 departments)	N=292	N=234	N=103	N=98	N=225	N=110	N=114	N=141	N=161
1989-90	$49,127	$46,440	$44,473	$40,604	$39,445	$36,499	$34,012	$31,375	$28,926
(130 departments)	N=269	N=233	N=95	N=94	N=223	N=93	N=107	N=117	N=210
1990-91									
(121 departments)	$51,635	$48,813	$45,313	$44,863	$41,146	$38,004	$36,595	$32,726	$30,845
	N=270	N=232	N=111	N=85	N=201	N=74	N=120	N=112	N=252
Percentage change in monetary salary									
1988-89 to 1989-90:	+3.5%	+4.8%	+6.1%	+2.7%	+6.9%	+7.5%	+6.4%	+3.8%	+7.0%
1989-90 to 1990-91:	+5.1%	+5.1%	+1.9%	+10.5%	+4.3%	+4.1%	+7.6%	+4.3%	+6.6%
Percentage change in real terms									
1988-89 to 1989-90:	-1.2%	+0.1%	+1.4%	-2.0%	+2.2%	+2.8%	+1.7%	-0.9%	+2.3%
1989-90 to 1990-91:	-1.1%	-1.1%	-4.3%	+4.3%	-1.9%	-2.1%	+1.4%	-1.9%	+0.4%

Source: 1989-90 and 1990-91 Surveys of Graduate Departments of Psychology, Office of Demographic, Employment, and Educational Research, APA, and Council of Graduate Departments of Psychology.

Note. All salaries are 9-10-month salaries. Percentage changes in monetary terms are measured in current dollars. Percentage changes in real terms reflect the percentage increase in monetary terms adjusted for the percentage change in the Consumer Price Index reported by the Bureau of Labor Statistics. These percentage changes were 4.7% for the period from September 1988 to September 1989 and 6.2% for the period from September 1989 to September 1990. Salary statistics for Lecturers/Instructors are not reported, given that the Ns are insufficient for analysis.

TABLE 15

Distribution of 1990-91 Salaries for Full-time Faculty in U.S. Master's Departments of Psychology by Rank and Years in Rank

9-10-month salary	Full Professor				Associate Professor			Assistant Professor		Lecturer/Instructor	
	At least 12 years in rank	6 to 11 years in rank	3 to 5 years in rank	Fewer than 3 years in rank	At least 6 years in rank	3 to 5 years in rank	Fewer than 3 years in rank	At least 3 years in rank	Fewer than 3 years in rank	At least 3 years in rank	Fewer than 3 years in rank
$65,000 or more	10	4		2							
64,000-64,999	1	3									
63,000-63,999	2			1							
62,000-62,999	3	2									
61,000-61,999	1	2		1							
60,000-60,999	5	3									
$59,000-59,999	3	1									
58,000-58,999	44	31	7		2			1			
57,000-57,999	9	4	1		2						
56,000-56,999	13	3				1					
55,000-55,999	14	7	4	2	2						
$54,000-54,999	7	4		1	1						
53,000-53,999	7	7	6		1						
52,000-52,999	11	11	4	4	1						
51,000-51,999	10	2	2	1	1	1					
50,000-50,999	5	9	7	5	3	1					
$49,000-49,999	13	7	1	1	3	1					
48,000-48,999	26	13	4	5	6	3	1				
47,000-47,999	6	10	4	3	6		1				
46,000-46,999	14	11	10	4	13	1	5				
45,000-45,999	18	14	3	7	20	2	4				
$44,000-44,999	7	18	5	3	8	1	2				
43,000-43,999	10	14	6	7	12	1					
42,000-42,999	4	11	6	4	15	3	5				
41,000-41,999	3	9	7	4	6	2	5	2	5		
40,000-40,999	7	7	8	8	10	8	6	2	2		
$39,000-39,999	6	8	6	5	6	4	9	3	5		
38,000-38,999	4	6	8	4	15		8	2	7		
37,000-37,999	1	4	4	7	11	8	9	6	4		
36,000-36,999	2	1		3	12	6	6	8	12		
35,000-35,999	2	3	3	2	12	4	7	5	3		
$34,000-34,999		1	1	1	9	8	9	7	14		
33,000-33,999		1	3		8	5	8	8	18		
32,000-32,999			1		7	5	13	12	17		
31,000-31,999					2	6	12	12	23		
30,000-30,999		1			3	1	4	15	24		
$29,000-29,999	2				1	1	2	10	29		
28,000-28,999					2	1	1	12	32		
27,000-27,999					1		1	4	25		
26,000-26,999								2	9		
25,000-25,999							2	1	12		
Less than $25,000									11		
N	270	212	111	85	201	74	120	112	252	2	5

Source: 1990-91 Survey of Graduate Departments of Psychology, Office of Demographic, Employment, and Educational Research, APA, and Council of Graduate Departments of Psychology.

Note. All salaries are 9-10-month salaries and are for full-time doctoral faculty. The distributions of salaries for Lecturers and Instructors are not presented, given the small number of individuals in these ranks.

TABLE 16

Summary Statistics: 1990-91 Salaries for Full-time Faculty in U.S. Master's Departments of Psychology by Rank and Years in Rank

Rank and Years in Rank	Median	Percentiles 10%	25%	75%	90%	Mean	S.D.	N
FULL PROFESSOR:								
12 or more years	$51,252	$42,065	$46,250	$58,116	$58,440	$51,635	8,098	270
6 - 11 years	$47,673	$39,835	$43,494	$55,000	$58,116	$48,813	7,451	232
3 - 5 years	$44,600	$37,896	$40,410	$50,319	$55,464	$45,313	6,622	111
Less than 3 years	$43,280	$37,527	$39,965	$48,000	$52,896	$44,863	7,596	85
All years	$48,023	$39,100	$43,190	$55,452	$58,116	$48,867	8,033	698
ASSOCIATE PROFESSOR:								
6 or more years	$41,200	$33,400	$36,469	$45,567	$48,500	$41,146	6,167	201
3 - 5 years	$36,974	$31,790	$33,960	$40,197	$46,068	$38,004	5,665	74
Less than 3 years	$36,000	$31,232	$32,643	$39,948	$44,290	$36,595	5,037	120
All years	$38,331	$31,960	$34,142	$43,505	$46,900	$39,175	6,097	395
ASSISTANT PROFESSOR:								
3 or more years	$31,975	$28,480	$29,906	$35,150	$37,910	$32,726	4,357	112
Less than 3 years	$30,000	$26,150	$28,002	$33,138	$36,420	$30,845	4,022	252
All years	$30,856	$27,000	$28,538	$33,550	$37,151	$31,424	4,213	364

Source: 1990-91 Survey of Graduate Departments of Psychology, Office of Demographic, Employment, and Educational Research, APA and Council of Graduate Departments of Psychology.

Note. Included in this table are only those faculty who are full-time, who hold the doctoral degree, and who are in departments of psychology that award the master's degree (e.g., psychology departments, educational psychology departments, and professional schools of psychology). All salaries are 9-10-month salaries.

TABLE 17

1990-91 Salaries for Full-time Faculty in U.S. Master's Departments of Psychology by Type of Department, Rank, and Years in Rank

Department Type, Rank, and Years in Rank		Median	Q1	Q3	Mean	S.D.	N
PSYCHOLOGY (103 departments)							
Full professor:	12 or more years in rank	51,036	45,846	58,116	51,434	8,218	250
	6 - 11 years in rank	47,376	43,419	55,000	48,593	7,374	218
	3 - 5 years in rank	44,818	40,641	50,394	45,433	6,666	108
	Less than 3 years in rank	43,000	39,233	47,000	44,101	7,286	73
	All years	47,950	43,002	55,000	48,656	8,028	649
Associate professor:	6 or more years in rank	40,130	35,919	45,000	40,437	5,915	177
	3 - 5 years in rank	36,777	33,952	40,197	37,769	5,659	70
	Less than 3 years in rank	33,222	32,301	39,125	36,136	5,117	104
	All years	37,700	34,000	42,581	38,630	5,938	351
Assistant professor:	3 or more years in rank	31,350	29,690	34,764	32,341	3,559	99
	Less than 3 years in rank	30,000	28,000	33,000	30,662	3,981	229
	All years	30,254	28,420	33,455	31,169	3,930	328
All ranks	All years	40,640	33,500	48,098	41,613	9,934	1,335
OTHER (18 departments)							
Full professor:	12 or more years in rank	55,997	49,806	55,997	54,142	6,026	20
	6 - 11 years in rank	49,055	47,000	60,300	52,240	8,089	14
	3 - 5 years in rank	-	-	-	-	-	3
	Less than 3 years in rank	48,700	45,231	52,929	49,497	8,118	12
	All years	50,400	47,000	55,997	51,656	7,641	49
Associate professor:	6 or more years in rank	45,532	43,050	48,550	46,379	5,520	24
	3 - 5 years in rank	-	-	-	-	-	4
	Less than 3 years in rank	39,898	36,950	42,092	39,581	3,236	16
	All years	43,050	39,448	46,000	43,520	5,648	44
Assistant professor:	3 or more years in rank	33,200	31,600	37,494	35,656	7,848	13
	Less than 3 years in rank	32,000	30,107	34,377	32,665	4,065	23
	All years	32,423	30,216	35,698	33,745	5,799	36
All ranks	All years	43,100	36,000	50,200	43,883	9,690	129

Source: 1990-91 Survey of Graduate Departments of Psychology. Office of Demographic, Employment, and Educational Research, APA, and Council of Graduate Departments of Psychology.

Note. Included in this table are only those faculty who are full-time, who hold the doctoral degree, and who are in departments of psychology that award the master's degree. The category "Other" includes departments of educational psychology, counseling psychology, school psychology, and other similar units that may be more specialized in nature. All salaries are 9-10-month salaries. No statistics are provided where the N is less than 10 or where the standard deviation is 0; in these instances, only the N is provided. Salary statistics for Lecturers/Instructors are not reported, given that the Ns are insufficient for analysis, but they are included in the figures for "All Ranks" reported for each type of department.

TABLE 18

1990-91 Salaries for Full-time Faculty in U.S. Master's Psychology Departments by Region, Rank, and Years in Rank

Geographic Region, Rank and Years in Rank		Median	Q1	Q3	Mean	S.D.	N
ALL U. S. REGIONS (103 departments)							
Full professor:	12 or more years in rank	51,036	45,846	58,116	51,434	8,218	250
	6 - 11 years in rank	47,376	43,419	55,000	48,593	7,374	218
	3 - 5 years in rank	44,818	40,641	50,394	45,433	6,666	108
	Less than 3 years in rank	43,000	39,233	47,000	44,101	7,286	73
	All years	47,950	43,002	55,000	48,656	8,028	649
Associate professor:	6 or more years in rank	40,130	35,919	45,000	40,437	5,915	177
	3 - 5 years in rank	36,777	33,952	40,197	37,769	5,659	70
	Less than 3 years in rank	35,222	32,301	39,125	36,136	5,117	104
	All years	37,700	34,000	42,581	38,630	5,938	351
Assistant professor:	3 or more years in rank	31,350	29,690	34,764	32,341	3,559	99
	Less than 3 years in rank	30,000	28,000	33,000	30,662	3,981	229
	All years	30,254	28,420	33,455	31,169	3,930	328
All ranks	All years	40,640	33,500	48,098	41,613	9,934	1,335
NEW ENGLAND (7 departments)		(Insufficient Ns of faculty for analysis)					
MIDDLE ATLANTIC (14 departments)							
Full professor:	12 or more years in rank	56,000	53,078	56,000	56,667	11,184	30
	6 - 11 years in rank	51,551	44,500	55,997	50,751	6,397	18
	3 - 5 years in rank	48,721	44,250	53,330	48,505	4,567	12
	Less than 3 years in rank	-	-	-	-	-	8
	All years	53,078	45,590	56,000	52,218	9,462	68
Associate professor:	6 or more years in rank	43,350	35,721	46,643	41,564	6,060	25
	3 - 5 years in rank	36,902	35,721	40,010	37,056	4,232	10
	Less than 3 years in rank	-	-	-	-	-	8
	All years	38,450	35,721	44,222	39,638	5,580	43
Assistant professor:	3 or more years in rank	33,970	33,405	35,600	34,184	2,666	12
	Less than 3 years in rank	32,200	26,760	34,050	30,777	4,045	20
	All years	33,405	28,494	34,364	32,054	3,919	32
All ranks	All years	43,543	35,469	52,139	43,823	11,208	144
EAST NORTH CENTRAL (12 departments)							
Full professor:	12 or more years in rank	49,356	48,030	54,099	51,110	6,154	34
	6 - 11 years in rank	44,010	42,000	46,143	45,285	6,067	34
	3 - 5 years in rank	40,900	38,592	44,786	41,956	5,585	17
	Less than 3 years in rank	41,080	40,000	44,000	41,471	3,461	14
	All years	45,072	41,526	49,239	46,175	6,841	99
Associate professor:	6 or more years in rank	40,022	36,351	45,378	40,983	5,477	28
	3 - 5 years in rank	35,38.	33,960	36,701	35,526	2,113	11
	Less than 3 years in rank	33,777	32,400	38,710	35,341	4,628	17
	All years	36,733	34,101	42,078	38,198	5,447	56
Assistant professor:	3 or more years in rank	31,147	30,150	36,006	32,603	2,851	12
	Less than 3 years in rank	29,556	28,008	31,779	30,151	3,659	41
	All years	30,150	28,440	31,972	30,706	3,619	53
All ranks	All years	39,578	33,102	45,734	40,039	8,640	209

TABLE 18 (Continued)

1990-91 Salaries for Full-time Faculty in U.S. Master's Psychology Departments by Region, Rank, and Years in Rank

Geographic Region, Rank and Years in Rank		Median	Q1	Q3	Mean	S.D.	N
WEST NORTH CENTRAL (11 departments)							
Full professor:	12 or more years in rank	52,452	51,252	52,452	52,641	4,716	12
	6 - 11 years in rank	46,000	40,374	52,452	45,197	6,484	19
	3 - 5 years in rank	-	-	-	-	-	9
	Less than 3 years in rank	-	-	-	-	-	5
	All years	48,103	42,600	52,452	47,153	6,682	45
Associate professor:	6 or more years in rank	-	-	-	-	-	7
	3 - 5 years in rank	37,277	33,811	40,197	37,107	3,048	11
	Less than 3 years in rank	34,000	32,201	39,141	35,098	3,655	13
	All year	37,277	33,540	40,197	36,884	3,797	31
Assistant professor:	3 or more years in rank	30,229	28,717	32,201	30,694	2,425	14
	Less than 3 years in rank	29,104	28,027	31,710	29,909	3,080	28
	All years	29,382	28,314	32,201	30,171	2,873	42
All ranks	All years	37,214	30,512	44,500	38,411	8,819	118
SOUTH ATLANTIC (20 departments)							
Full professor:	12 or more years in rank	48,430	45,774	52,810	49,965	7,644	33
	6 - 11 years in rank	49,638	45,980	55,590	50,958	7,338	29
	3 - 5 years in rank	46,670	42,160	50,300	46,366	4,489	18
	Less than 3 years in rank	43,101	39,963	49,000	46,362	11,198	16
	All years	48,050	43,790	52,732	48,990	7,933	96
Associate professor:	6 or more years in rank	41,060	38,384	43,703	41,497	5,240	44
	3 - 5 years in rank	38,710	35,549	44,520	40,363	7,845	12
	Less than 3 years in rank	32,816	31,770	37,135	33,873	4,190	20
	All years	38,816	35,527	42,300	39,312	6,331	76
Assistant professor:	3 or more years in rank	32,000	28,840	34,830	31,895	3,628	19
	Less than 3 years in rank	29,500	27,500	33,000	30,267	3,966	43
	All years	30,255	28,750	33,108	30,766	3,910	62
All ranks	All years	40,300	32,940	47,165	40,958	9,904	235
EAST SOUTH CENTRAL (11 departments)							
Full professor:	12 or more years in rank	45,312	43,125	46,762	45,345	6,066	15
	6 - 11 years in rank	44,900	41,627	46,362	44,245	3,646	29
	3 - 5 years in rank	39,710	37,896	44,174	40,734	3,367	11
	Less than 3 years in rank	-	-	-	-	-	9
	All years	44,158	39,671	45,786	43,290	4,668	64
Associate professor:	6 or more years in rank	36,210	33,804	39,000	36,654	5,664	18
	3 - 5 years in rank	-	-	-	-	-	9
	Less than 3 years in rank	-	-	-	-	-	6
	All years	34,388	31,790	38,100	34,933	5,322	33
Assistant professor:	3 or more years in rank	30,560	29,095	31,612	30,754	2,782	12
	Less than 3 years in rank	29,100	27,078	30,000	28,702	2,099	30
	All years	29,354	28,000	30,824	29,288	2,465	42
All ranks	All years	36,961	30,215	44,282	36,986	7,517	140

TABLE 18 (Continued)

1990-91 Salaries for Full-time Faculty in U.S. Master's Psychology Departments by Region, Rank, and Years in Rank

Geographic Region, Rank and Years in Rank		Median	Q1	Q3	Mean	S.D.	N
WEST SOUTH CENTRAL (12 departments)							
Full professor:	12 or more years in rank	42,248	39,500	47,782	44,631	7,608	20
	6 - 11 years in rank	42,968	39,835	44,118	43,711	7,328	17
	3 - 5 years in rank	40,965	38,450	50,000	43,427	5,582	11
	Less than 3 years in rank	-	-	-	-	-	7
	All years	41,100	39,362	47,563	43,583	6,673	55
Associate professor:	6 or more years in rank	35,845	33,000	38,000	36,307	5,051	15
	3 - 5 years in rank	-	-	-	-	-	5
	Less than 3 years in rank	-	-	-	-	-	7
	All years	34,000	33,000	37,343	35,549	4,277	27
Assistant professor:	3 or more years in rank	-	-	-	-	-	4
	Less than 3 years in rank	29,393	27,700	31,900	30,901	4,391	21
	All years	29,500	28,000	33,000	31,412	4,574	25
All ranks	All years	38,800	33,296	42,918	38,712	7,703	107
MOUNTAIN (3 departments)		(Insufficient Ns of faculty for analysis)					
PACIFIC (13 departments)							
Full professor:	12 or more years in rank	58,116	48,023	58,116	53,176	7,335	86
	6 - 11 years in rank	58,116	50,259	58,116	54,077	6,994	54
	3 - 5 years in rank	55,464	46,500	58,116	51,364	7,301	21
	Less than 3 years in rank	-	-	-	-	-	9
	All years	58,042	48,023	58,116	53,065	7,236	170
Associate professor:	6 or more years in rank	37,455	36,469	45,936	40,614	7,078	21
	3 - 5 years in rank	-	-	-	-	-	9
	Less than 3 years in rank	40,224	35,477	45,936	40,202	5,684	28
	All years	40,234	36,469	45,936	40,814	6,220	58
Assistant professor:	3 or more years in rank	33,500	30,227	36,420	33,879	4,369	13
	Less than 3 years in rank	36,144	33,180	37,392	35,277	3,683	28
	All years	34,764	33,168	36,672	34,833	3,914	41
All ranks	All years	48,023	38,112	58,116	47,419	10,045	272

Source: 1990-91 Survey of Graduate Departments of Psychology. Office of Demographic, Employment, and Educational Research, APA, and Council of Graduate Departments of Psychology.

Note. Included in this table are only those faculty who are full-time, who hold the doctoral degree, and who are in psychology departments that award the master's degree; excluded are other types of departments that may be more specialized in nature (e.g., educational psychology departments). All salaries are 9-10-month salaries. No statistics are provided where the N is less than 10 or where the standard deviation is 0; in these instances, only the N is provided. Salary statistics for Lecturers/Instructors are not reported, given that the Ns are insufficient for analysis, but they are included in the figures for "All Ranks" reported for each region. For a description of the states included in each region, see Appendix B.

TABLE 19

1990-91 Salaries for Full-time Faculty in U.S. Master's Psychology Departments by Type of Institution, Rank, and Years in Rank

Type of Institution, Rank and Years in Rank		Median	Q1	Q3	Mean	S.D.	N
PUBLIC INSTITUTIONS (74 departments)							
Full professor:	12 or more years in rank	52,018	46,500	58,116	51,659	6,767	205
	6 - 11 years in rank	47,905	43,488	55,460	48,922	7,190	191
	3 - 5 years in rank	44,786	40,410	50,319	45,248	6,877	93
	Less than 3 years in rank	42,085	39,000	46,332	43,775	7,558	62
	All years	48,023	43,125	55,705	48,741	7,557	551
Associate professor:	6 or more years in rank	39,650	36,170	45,000	40,504	5,648	133
	3 - 5 years in rank	36,108	33,952	40,197	37,638	5,129	59
	Less than 3 years in rank	35,443	32,201	39,948	36,238	5,212	85
	All years	37,600	34,002	42,236	38,584	5,719	277
Assistant professor:	3 or more years in rank	31,130	29,505	34,350	32,127	3,575	78
	Less than 3 years in rank	30,000	28,002	33,180	30,815	4,072	192
	All years	30,277	28,400	33,400	31,194	3,973	270
All ranks	All years	40,910	33,500	48,248	41,773	9,795	1,105
PRIVATE INSTITUTIONS (29 departments)							
Full professor:	12 or more years in rank	46,300	40,623	56,200	50,412	12,985	45
	6 - 11 years in rank	44,900	39,600	50,819	46,266	8,346	27
	3 - 5 years in rank	48,500	41,630	50,724	46,578	5,217	15
	Less than 3 years in rank	45,734	43,000	50,000	45,937	5,423	11
	All years	46,136	41,590	52,000	48,180	10,315	98
Associate professor:	6 or more years in rank	40,920	34,713	45,675	40,233	6,727	44
	3 - 5 years in rank	37,096	31,279	42,000	38,473	8,228	11
	Less than 3 years in rank	34,000	33,613	38,450	35,680	4,778	19
	All years	38,315	34,000	42,753	38,802	6,734	74
Assistant professor:	3 or more years in rank	33,410	30,000	35,806	33,136	3,466	21
	Less than 3 years in rank	29,750	27,670	32,000	29,867	3,413	37
	All years	30,131	28,458	33,600	31,050	3,753	58
All ranks	All years	39,550	33,410	46,300	40,843	10,569	230

Source: 1990-91 Survey of Graduate Departments of Psychology. Office of Demographic, Employment, and Educational Research, APA, and Council of Graduate Departments of Psychology.

Note. Included in this table are only those faculty who are full-time, who hold the doctoral degree, and who are in psychology departments that award the master's degree; excluded are other types of departments that may be more specialized in nature (e.g., educational psychology departments). All salaries are 9-10-month salaries. No statistics are provided where the N is less than 10 or where the standard deviation is 0; in these instances, only the N is provided. Salary statistics for Lecturers/Instructors are not reported, given that the Ns are insufficient for analysis, but they are included in the figures for "All Ranks" reported for each type of institution.

TABLE 20

1990-91 Salaries for Full-time Faculty in U.S. Master's Psychology Departments by Years Since Doctorate

Type of Department, and Years Since Doctorate	Median	Q1	Q3	Mean	S.D.	N
PSYCHOLOGY (98 departments)						
35 or more years	48,248	44,260	58,116	49,020	11,944	19
30 - 34 years	49,649	46,346	57,295	51,478	8,831	36
25 - 29 years	49,176	44,427	57,968	49,632	8,261	115
20 - 24 years	46,500	42,167	56,000	48,036	8,767	265
17 - 19 years	44,301	39,362	49,800	44,902	7,613	182
14 - 16 years	42,050	38,000	46,500	42,925	6,772	140
11 - 13 years	38,331	34,878	42,753	39,936	7,112	99
8 - 10 years	34,548	32,000	39,017	36,167	5,201	82
6 - 7 years	33,102	31,000	35,721	33,668	3,983	63
4 - 5 years	31,500	29,200	34,300	32,223	3,828	67
2 - 3 years	30,000	28,278	32,635	30,874	3,651	83
0 - 1 year	28,931	27,400	31,900	29,564	3,623	87

Source: 1990-91 Survey of Graduate Departments of Psychology. Office of Demographic, Employment, and Educational Research, APA, and Council of Graduate Departments of Psychology.

Note. Included in this table are only those faculty who are full-time, who hold the doctoral degree, and who are in psychology departments that award the master's degree. All salaries are 9-10-month salaries.

FACULTY SALARIES IN CANADIAN GRADUATE DEPARTMENTS OF PSYCHOLOGY

Table 21. Changes in Average Salaries of Full-time Faculty in Canadian Departments of Psychology by Rank: 1988-89 to 1990-91

Table 22. Changes in Average Salaries of Full-time Faculty in Canadian Departments of Psychology by Rank and Years in Rank: 1988-89 to 1990-91

Table 23. Distribution of 1990-91 Salaries for Full-time Faculty in Canadian Doctoral Departments of Psychology by Rank and Years in Rank

Table 24. Summary Statistics: 1990-91 Salaries for Full-time Faculty in Canadian Doctoral Departments of Psychology by Rank and Years in Rank

Table 25. 1990-91 Salaries for Full-time Faculty in Canadian Doctoral Departments by Years Since Doctorate

TABLE 21

Changes in Average Salaries of Full-time Faculty in Canadian Departments of Psychology by Rank: 1988-89 to 1990-91

	Rank				
	Full Professor	Associate Professor	Assistant Professor	Lecturer/ Instructor	All Ranks
All Canadian Departments					
1988-89 (17 departments)	$68,790	$55,292	$40,760	a	$58,924
	N=221	N=196	N=69	N=8	N=494
1989-90 (20 departments)	$72,776	$57,604	$43,482	a	$62,329
	N=253	N=227	N=81	N=2	N=563
1990-91 (13 departments)	$78,635	$62,202	$46,802	a	$67,318
	N=204	N=179	N=67	N=1	N=451
Percentage change in monetary salary					
1988-89 to 1989-90:	+5.8%	+4.2%	+6.7%	a	+5.8%
1989-90 to 1990-91:	+8.1%	+8.0%	+7.6%	a	+8.0%
Percentage change in real terms					
1988-89 to 1989-90:	+1.6%	0.0%	+2.5%	a	+1.6%
1989-90 to 1990-91:	+3.9%	+3.8%	+3.4%	a	+3.8%

Source: 1989-90 and 1990-91 Surveys of Graduate Departments of Psychology, Office of Demographic, Employment, and Educational Research, American Psychological Association and Council of Graduate Departments of Psychology.

Note. All salaries are 11-12-month salaries in Canadian dollars. Percentage changes in monetary terms are measured in current dollars. Percentage changes in real terms reflect the percentage increase in monetary terms adjusted for inflation in Canada as reported by the Embassy of Canada. The rates of inflation were 4.2% for the period from September 1988 to September 1989 and 4.2% for the period from September 1989 to September 1990.

[a] No statistics are reported due to the small number of respondents.

TABLE 22

Changes in Average Salaries of Full-Time Faculty in Canadian Departments of Psychology by Rank and Years in Rank: 1988-89 to 1990-91

	Full Professor				Associate Professor			Assistant Professor	
	At least 12 years in rank	6 to 11 years in rank	3 to 5 years in rank	Fewer than 3 years in rank	At least 6 years in rank	3 to 5 years in rank	Fewer than 3 years in rank	At least 3 years in rank	Fewer than 3 years in rank
1988-89	$75,672	$69,588	$60,753	$59,719	$58,806	$48,824	$46,827	$43,743	$37,689
(17 departments)	N=88	N=57	N=37	N=39	N=134	N=27	N=35	N=35	N=34
1989-90	$79,082	$72,102	$63,621	$62,232	$61,870	$53,182	$50,646	$47,917	$41,009
(20 departments)	N=112	N=75	N=29	N=37	N=131	N=43	N=53	N=29	N=52
1990-91	$86,114	$75,597	$72,804	$67,593	$66,412	$57,292	$53,837	$51,646	$44,098
(13 departments)	N=89	N=54	N=33	N=28	N=110	N=33	N=36	N=24	N=43
Percentage change in monetary salary									
1988-89 to 1989-90:	+4.5%	+3.6%	+4.7%	+4.2%	+5.2%	+8.9%	+8.2%	+9.5%	+8.8
1989-90 to 1990-91:	+8.9%	+4.8%	+14.4%	+8.6%	+7.3%	+7.7%	+6.3%	+7.8%	+7.5
Percentage change in real terms									
1988-89 to 1989-90:	+0.3%	-0.6%	+0.5%	0.0%	+1.0%	+4.7%	+4.0%	+5.3%	+4.6%
1989-90 to 1990-91:	+4.7%	+0.6%	+10.2%	+4.4%	+3.1%	+3.5%	+2.1%	+3.6%	+3.3%

Source: 1989-90 and 1990-91 Surveys of Graduate Departments of Psychology, Office of Demographic, Employment, and Educational Research, APA, and Council of Graduate Departments of Psychology.

Note. All salaries are 11-12-month salaries in Canadian dollars. Percentage changes in monetary terms are measured in current dollars. Percentage changes in real terms reflect the percentage increase in monetary terms adjusted for inflation in Canada as reported by the Embassy of Canada. These percentage changes were 4.2% for the period from September 1988 to September 1989 and 4.2% for the period from September 1989 to September 1990. Salary statistics for Lecturers/Instructors are not reported, given that the Ns are insufficient for analysis.

TABLE 23

Distribution of 1990-91 Salaries for Full-time Faculty in Canadian Doctoral Departments of Psychology by Rank and Years in Rank

11-12-month salary	Full Professor				Associate Professor			Assistant Professor		Lecturer/Instructor	
	At least 12 years in rank	6 to 11 years in rank	3 to 5 years in rank	Fewer than 3 years in rank	At least 6 years in rank	3 to 5 years in rank	Fewer than 3 years in rank	At least 3 years in rank	Fewer than 3 years in rank	At least 3 years in rank	Fewer than 3 years in rank
$85,000 or more	57	4	3	1	1						
80,000-84,999	8	8	2	1	10						
75,000-79,999	8	17	5		4						
$74,000-74,999	1	1	1	1	1						
73,000-73,999	4	7	3	3	4						
72,000-72,999	1	6									
71,000-71,999	2	2	4	2	5						
70,000-70,999		2	4	3	3						
$69,000-69,999	2				3						
68,000-68,999	3	2	3	3	9						
67,000-67,999		1	2		5						
66,000-66,999	1		1		5	2					
65,000-65,999			2	3	6			1			
$64,000-64,999	1	2	1	2	6	1					
63,000-63,999				3	14		1	1			
62,000-62,999			1	1	8	4	2				
61,000-61,999					6	1	4				
60,000-60,999	1			2	4	2	1	1			
$59,000-59,999		1	1		2	3	1	1			
58,000-58,999					1	2					
57,000-57,999		1			2	2	2				
56,000-56,999					4	1	1	2			
55,000-55,999				2	2	4	3	1			
$54,000-54,999					1	1	3	1	1		
53,000-53,999						1	1	1			
52,000-52,999					1	3	1	1	1		
51,000-51,999						4	2	3			
50,000-50,999				1	3	2	2		2		
$49,000-49,999							6	2	2		
48,000-48,999							2		3		
47,000-47,999							1	3	4		
46,000-46,999							1	2	3		
45,000-45,999								2	3		
$44,000-44,999									4		
43,000-43,999									5		
42,000-42,999							1		3		
41,000-41,999							1	1	2		
40,000-40,999									2		
$39,000-39,999								1			
38,000-38,999									2		
37,000-37,999									1		
36,000-36,999									1		
35,000-35,999									4		
Less than $35,000											
N	89	54	33	28	110	33	36	24	43	1	0

Source: 1990-91 Survey of Graduate Departments of Psychology, Office of Demographic, Employment, and Educational Research, APA, and Council of Graduate Departments of Psychology.

Note. All salaries are 11-12-month salaries and are reported in Canadian dollars. Excluded from this table are faculty in master's departments due to the small number of departments responding to the survey. The distributions of salaries for Lecturers and Instructors also are not presented, given the small number of individuals in these ranks.

TABLE 24

Summary Statistics: 1990-91 Salaries for Full-time Faculty in Canadian Doctoral Departments of Psychology by Rank and Years in Rank

Rank and Years in Rank	Median	Percentiles				Mean	S.D.	N
		10%	25%	75%	90%			
FULL PROFESSOR:								
12 or more years	$88,205	$71,704	$77,822	$91,649	$97,175	$86,114	10,193	89
6 - 11 years	$75,550	$67,932	$72,485	$79,914	$83,377	$75,597	6,576	54
3 - 5 years	$71,604	$64,879	$67,949	$76,944	$83,808	$72,804	7,390	33
Less than 3 years	$67,050	$55,544	$63,242	$71,450	$74,952	$67,593	8,537	28
All years	$76,930	$64,900	$70,766	$88,103	$92,779	$78,635	11,133	204
ASSOCIATE PROFESSOR:								
6 or more years	$65,116	$56,859	$62,232	$70,382	$79,969	$66,412	7,610	110
3 - 5 years	$57,191	$51,257	$52,745	$61,300	$63,778	$57,292	4,760	33
Less than 3 years	$54,022	$47,530	$49,498	$58,950	$61,616	$53,837	5,711	36
All years	$62,400	$50,538	$55,959	$67,300	$73,363	$62,202	8,691	179
ASSISTANT PROFESSOR:								
3 or more years	$51,050	$43,448	$46,922	$56,665	$61,727	$51,646	6,516	24
Less than 3 years	$44,650	$36,261	$41,600	$47,918	$50,069	$44,098	4,734	43
All years	$46,700	$37,800	$42,230	$50,776	$56,147	$46,802	6,508	67

Source: 1990-91 Survey of Graduate Departments of Psychology, Office of Demographic, Employment, and Educational Research, APA and Council of Graduate Departments of Psychology.

Note. Included in this table are only those faculty who are full-time, who hold the doctoral degree, and who are in departments of psychology that award the doctoral degree (e.g., psychology departments, educational psychology departments, and professional schools of psychology). All salaries are 11-12-month salaries and are reported in Canadian dollars.

TABLE 25

1990-91 Salaries for Full-time Faculty in Canadian Doctoral Departments of Psychology by Years Since Doctorate

Years Since Doctorate	Median	Q1	Q3	Mean	S.D.	N
CANADIAN DOCTORAL DEPARTMENTS (12 departments)						
35 or more years	-	-	-	-	-	8
30 - 34 years	91,111	88,420	92,881	90,722	8,666	20
25 - 29 years	81,807	75,260	89,303	81,711	9,870	68
20 - 24 years	73,602	68,314	79,163	74,339	9,386	92
17 - 19 years	68,600	63,000	73,779	69,591	9,121	53
14 - 16 years	64,888	62,500	70,361	65,557	5,584	43
11 - 13 years	62,591	56,100	65,546	61,215	6,138	39
8 - 10 years	55,898	50,440	59,360	55,167	5,861	55
6 - 7 years	51,079	48,619	56,900	53,403	7,387	18
4 - 5 years	47,818	42,664	51,328	47,308	5,847	20
2 - 3 years	44,650	41,698	49,009	45,574	6,499	24
0 - 1 year	43,665	36,802	47,106	42,702	5,677	10

Source: 1990-91 Survey of Graduate Departments of Psychology. Office of Demographic, Employment, and Educational Research, APA, and Council of Graduate Departments of Psychology.

Note. Included in this table are only those faculty who are full-time, who hold the doctoral degree, and who are in departments of psychology that award the doctoral degree (e.g., psychology departments or educational psychology departments). All salaries are 11-12-month salaries and are reported in Canadian dollars. No statistics are provided where the N is less than 10 or where the standard deviation is 0; in these instances, only the N is provided.

OTHER SALARIES AND BENEFITS FOR SPECIFIC FACULTY POSITIONS
IN U.S. AND CANADIAN GRADUATE DEPARTMENTS OF PSYCHOLOGY

Table 26.	1990-91 Starting Salaries and Expected 1990-91 Starting Salaries for Faculty in U.S. and Canadian Graduate Departments of Psychology
Table 27.	1990-91 Salaries and Benefits for Department Chairs in U.S. and Canadian Graduate Departments of Psychology
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TABLE 26

1990-91 Starting Salaries and Expected 1991-92 Starting Salaries for Faculty in U.S. and Canadian Graduate Departments of Psychology

Starting salary	U.S. Graduate Departments of Psychology[a]						Canadian Doctoral Departments[b]
	Doctoral			Master's			
	Public	Private	All	Public	Private	All	
Average starting salary in 1990-91 for a new faculty member who was a new PhD:							
Median salary:	$32,000	$33,000	$32,000	$28,966	$29,500	$29,000	*
Q1:	$30,000	$30,000	$30,000	$27,125	$26,375	$27,000	*
Q3:	$34,000	$35,000	$34,188	$32,464	$31,256	$32,390	*
Mean:	$31,940	$32,179	$31,999	$29,751	$29,652	$29,728	*
S.D.:	3,122	4,061	3,361	3,514	4,016	3,599	*
N:	85	28	113	48	14	62	6
Comparison with 1989-90 starting salaries:							
Mean in 1989-90:	$30,416	$29,577	$30,212	$28,746	$26,593	$28,412	*
Mean in 1990-91:	$31,940	$32,179	$31,999	$29,751	$29,652	$29,728	*
Percentage change in monetary salary:	+5.0%	+8.8%	+5.9%	+3.5%	+11.5%	+4.6%	*
Percentage change in real terms:	-1.2%	+2.6%	-0.3%	-2.7%	+5.3%	-1.6%	*
Expected salary offered to a new PhD in 1991-92:							
Median salary:	$32,000	$32,000	$32,000	$30,000	$29,000	$30,000	$38,500
Q1:	$30,000	$30,000	$30,000	$28,500	$27,750	$28,000	$36,862
Q3:	$3[illegible],000	$35,000	$34,000	$32,000	$32,000	$32,000	$46,000
Mean:	$32,056	$31,898	$32,008	$30,339	$29,616	$30,140	$40,376
S.D.:	3,255	4,201	3,562	2,919	4,321	3,362	5,194
N:	173	76	249	89	34	123	13
Expected salary offered to a PhD with two years of postdoctoral experience in 1991-92:							
Median salary:	$34,000	$35,000	$34,000	$31,500	$31,300	$31,182	$42,000
Q1:	$32,000	$31,542	$32,000	$30,000	$28,500	$30,000	$39,680
Q3:	$36,000	$37,000	$36,000	$34,000	$34,250	$34,000	$48,500
Mean:	$34,137	$34,069	$34,116	$32,071	$31,371	$31,882	$43,447
S.D.:	3,207	4,541	3,659	3,243	4,641	3,667	5,590
N:	174	77	251	89	33	122	13

Source: 1989-90 and 1990-91 Survey of Graduate Departments of Psychology, Office of Demographic, Employment, and Educational Research, APA, and Council of Graduate Departments of Psychology.

Note. The Ns refer to the number of departments that provided the information. Percentage changes in monetary terms are measured in current dollars. Percentage changes in real terms reflect the percentage increase in monetary terms adjusted for the percentage change in the Consumer Price Index reported by the Bureau of Labor Statistics. For the period of September 1989 to September 1990, the percentage change was 6.2% for the United States.

[a] Reported are 9-10-month salaries.

[b] Reported are 11-12-month salaries in Canadian dollars.

*There was an insufficient number of respondents for analysis.

TABLE 27

1990-91 Salaries and Benefits for Department Chairs

in U.S. and Canadian Graduate Departments of Psychology

Salary or Benefit	U.S. Departments[a]						Canadian Doctoral Departments[b]
	Doctoral			Master's			
	Public	Private	All	Public	Private	All	
Salary of the department chair:							
Median:	$59,823	$54,000	$58,039	$47,156	$44,994	$46,422	$71,714
Q1:	$50,988	$47,800	$49,630	$43,709	$37,096	$42,000	$68,705
Q3:	$68,484	$63,125	$68,347	$50,806	$51,616	$51,187	$90,650
Mean:	$61,531	$58,193	$60,386	$47,689	$47,257	$47,571	$76,864
SD:	14,277	16,109	15,033	6,370	13,658	8,909	11,955
N:	182	79	262	93	35	128	12
Comparison with 1989-90 chair salaries:							
Mean in 1989-90:	$58,860	$57,230	$58,361	$46,397	$43,705	$45,703	$63,249
Mean in 1990-91:	$61,531	$58,193	$60,386	$47,689	$47,257	$47,571	$76,864
Percentage change in monetary salary:	+4.5%	+1.7%	+3.5%	+2.8%	+8.1%	+4.1%	+21.5%
Percentage change in real terms:	-1.7%	-4.5%	-2.7%	-3.4%	+1.9%	-2.1%	+17.3%
Benefits received by department chair:[c]							
Assistant chair position (%):	38	29	36	16	11	15	67
Tenured assistant chair (%):	30	13	25	13	9	12	58
Extra secretarial support (%):	67	54	63	44	37	42	83
Extra graduate assistants (%):	19	22	20	14	20	16	17
Summer salary (%):	53	27	45	40	20	34	na
Other stipend (%):	33	38	34	37	34	36	75
Reduced teaching load (%):	88	78	86	86	89	87	100
Other (e.g., administrative support staff) (%):	6	6	6	2	3	2	8

Source: 1989-90 and 1990-91 Survey of Graduate Departments of Psychology, Office of Demographic, Employment, and Educational Research, APA, Graduate Departments of Psychology.

Note. The Ns refer to the number of departments that provided the information. Percentage changes in monetary terms are measured in current dollars. Percentage changes in real terms reflect the percentage increase in monetary terms adjusted for the percentage change in the Consumer Price Index reported by the Bureau of Labor Statistics. For the period of September 1989 to September 1990, the percentage change was 6.2% for the United States and 4.2% for Canada.

[a] Reported are 9-10-month salaries.

[b] Reported are 11-12-month salaries in Canadian dollars. Statistics are only reported for chairs of Canadian doctoral departments, given that the number of master's departments that responded was too small for analysis.

[c] Included are those departments that provided information on the salaries for department chairs. Percentages do not sum to 100%, given that individuals may receive one or more of these types of support.

na = Not applicable due to the fact that Canadian salaries are for 11-12-months.

TABLE 28

1990-91 Salaries and Benefits for Directors of Graduate Training in U.S. Graduate Departments of Psychology

Salary or Benefit	Doctoral Departments			All Master's Departments
	Public	Private	All	
Salary of Director of Graduate Training:[a]				
Median:	$47,226	$47,800	$47,608	$40,767
Q1:	$39,000	$42,536	$39,686	$36,588
Q3:	$56,664	$60,000	$58,170	$48,000
Mean:	$50,450	$51,276	$50,706	$42,415
SD:	14,625	15,790	14,893	8,233
N:	51	23	74	25
Benefits received by Director of Graduate Training:[b]				
Extra secretarial support (%):	51	35	46	16
Extra graduate assistants (%):	22	4	16	12
Summer salary/stipend (%):	29	17	26	12
Other stipend (%):	14	9	12	0
Reduced teaching load (%):	82	56	74	68
Other (e.g., administrative support staff) (%):	4	0	3	0

Source: 1990-91 Survey of Graduate Departments of Psychology, Office of Demographic, Employment, and Educational Research, APA, Graduate Departments of Psychology.

Note. The Ns refer to the number of departments that provided the information. There was an insufficient number of Canadian respondents for analysis.

[a] Reported are 9-10-month salaries.

[b] Included are those departments that provided information on the salaries for Directors of Graduate Training. Percentages do not sum to 100%, given that individuals may receive one or more of these types of benefits.

TABLE 29

1990-91 Salaries and Benefits for Directors of Clinical Training in U.S. Graduate Departments of Psychology

Salary or Benefit	Doctoral Departments			All Master's Departments
	Public	Private	All	
Salary of Director of Clinical Training:[a]				
Median:	$52,330	$48,166	$51,418	$38,500
Q1:	$44,897	$38,500	$42,000	$34,406
Q3:	$60,000	$62,168	$61,158	$43,900
Mean:	$53,092	$48,887	$51,874	$39,769
SD:	12,178	14,947	13,109	6,500
N:	76	31	107	17
Benefits received by Director of Clinical Training:[b]				
Extra secretarial support (%):	59	48	56	0
Extra graduate assistants (%):	10	19	13	29
Summer salary/stipend (%):	41	16	34	18
Other stipend (%):	14	10	13	6
Reduced teaching load (%):	76	74	76	71
Other (e.g., administrative support staff) (%):	3	0	2	0

Source: 1990-91 Survey of Graduate Departments of Psychology, Office of Demographic, Employment, and Educational Research, APA, Graduate Departments of Psychology.

Note. The Ns refer to the number of departments that provided the information. There was an insufficient number of Canadian respondents for analysis.

[a] Reported are 9-10-month salaries.

[b] Included are those departments that provided information on the salaries for Directors of Clinical Training. Percentages do not sum to 100%, given that individuals may receive one or more of these types of benefits.

TABLE 30

Determinants of Salary Raises for Faculty in U.S. and Canadian Graduate Departments of Psychology

Determinant of salary raise	U.S. Departments						All U.S. Departments	All Canadian Departments
	Doctoral			Master's				
	Public (N=184) %	Private (N=85) %	All (N=269) %	Public (N=94) %	Private (N=36) %	All (N=130) %	(N=399) %	(N=14) %
Faculty salary raises for 1989-90:[a]								
No salary raises given	3	0	2	7	3	6	3	0
Salary raises awarded to all faculty	88	91	88	89	94	91	89	100
Salary raises awarded to only some faculty members	9	9	9	3	3	7	0	0
Not specified	1	0	1	0	0	0	1	0
(For those departments reporting salary raises) Determinants of raises:[b]								
Merit increase	83	69	78	66	69	66	74	57
Cost of living adjustment	48	40	46	52	69	57	49	43
Contract negotiations with a union or faculty association	18	6	14	26	3	20	16	86
Adjustment for equity within department	5	2	4	5	11	7	5	0
Adjustment to "catch up" with peer institutions	2	1	2	3	0	2	2	7
Other	3	6	4	2	0	2	3	0

Source: 1990-91 Survey of Graduate Departments of Psychology, Office of Demographic, Employment, and Educational Research, American Psychological Association and Council of Graduate Departments of Psychology.

Note. Information on salary raises pertain to those increases that were effective in 1990-91.

[a] Percentages are column percentages and may not sum to 100% due to rounding.

[b] Respondents were given the option of indicating all determinants of raises, and many indicated more than one. Therefore, these column percentages total to more than 100%.

TABLE 31

1990-91 Salaries for Full-Time Faculty in U.S. Doctoral and Master's Departments of Psychology by Gender, Rank and Years in Rank

	Full Professor				Associate Professor			Assistant Professor	
	At least 12 years in rank	6 to 11 years in rank	3 to 5 years in rank	Fewer than 3 years in rank	At least 6 years in rank	3 to 5 years in rank	Fewer than 3 years in rank	At least 3 years in rank	Fewer than 3 years in rank
Doctoral Departments									
MEN									
Median	$61,971	$58,128	$54,242	$51,550	$42,600	$42,966	$40,269	$35,800	$33,928
Q1	52,044	50,300	49,380	46,452	37,518	38,100	37,012	33,000	31,437
Q3	73,000	68,210	61,989	58,116	48,200	47,500	45,020	39,000	36,475
Mean	63,711	59,655	56,432	52,847	43,279	43,153	41,201	36,281	34,206
S.D.	15,711	12,329	12,269	11,188	7,715	7,329	6,071	5,306	4,332
N	1,183	538	232	218	549	192	220	273	320
WOMEN									
Median	$61,342	$56,359	$53,225	$52,272	$44,400	$42,300	$39,150	$35,615	$32,830
Q1	53,511	50,300	47,088	45,400	39,884	37,455	36,700	33,000	30,780
Q3	71,715	64,600	59,600	58,472	50,300	46,931	43,500	38,200	36,000
Mean	62,497	57,334	54,153	52,359	45,022	42,915	40,074	36,023	33,247
S.D.	14,758	11,276	10,647	10,174	7,950	7,201	5,291	4,531	3,749
N	92	99	78	109	161	117	142	215	312
Master's Departments									
MEN									
Median	$51,205	$47,000	$43,848	$43,096	$40,920	$37,187	$36,574	$32,150	$29,500
Q1	46,267	42,851	39,921	39,983	36,469	34,002	32,594	30,150	27,859
Q3	58,226	53,139	50,150	47,269	45,567	40,197	40,197	36,205	33,383
Mean	51,655	48,147	45,163	44,365	41,109	38,036	36,978	33,075	30,687
S.D.	8,019	7,357	6,469	6,485	6,217	5,522	5,153	3,743	4,375
N	250	196	84	64	145	46	71	65	132
WOMEN									
Median	$53,700	$55,161	$46,360	$45,000	$42,236	$35,861	$35,838	$31,284	$30,287
Q1	42,966	46,049	40,900	39,000	36,500	33,214	32,779	28,840	28,538
Q3	58,042	58,116	52,452	50,400	45,000	41,242	39,796	33,410	33,000
Mean	51,379	52,440	45,781	46,378	41,107	37,951	36,041	32,243	31,018
S.D.	9,261	6,993	7,186	10,329	6,062	5,996	4,862	5,089	3,605
N	20	36	27	21	55	28	49	47	120

Source: 1990-91 Survey of Graduate Departments of Psychology, Office of Demographic, Employment, and Educational Research, APA, and Council of Graduate Departments of Psychology.

Note. All salaries are 9-10-month salaries. Salary statistics for Lecturers/Instructors are not reported, given that the Ns are insufficient for analysis. Not included are 3 faculty whose gender was not reported.

APPENDIX A

Table A. Response Rates for Selected Subgroups: 1990-91 Survey of Graduate Departments of Psychology

TABLE A

Response Rates for Selected Subgroups: 1990-91 Survey of Faculty Salaries in Graduate Departments of Psychology

	U.S. Departments						Canadian Departments	
	Doctoral			Master's				
	Public (N=243) %	Private (N=134) %	Total (N=377) %	Public (N=157) %	Private (N=79) %	Total (N=236) %	Doctoral (N=29) %	Master's (N=6) %
Total	77	64	73	61	47	56	48	0
Region								
New England	88	50	61	75	46	57	na	na
Middle Atlantic	71	61	65	52	35	43	na	na
East North Central	67	71	69	75	45	65	na	na
West North Central	74	100	76	71	75	72	na	na
South Atlantic	80	73	79	54	78	59	na	na
East South Central	89	100	91	91	100	92	na	na
West South Central	83	60	79	52	60	54	na	na
Mountain	82	100	85	45	*	45	na	na
Pacific	80	52	67	57	25	46	na	na
Type of department								
Psychology	88	77	84	64	58	62	50	0
Educational/Counseling/ School psychology	74	43	66	52	17	40	0	na
Human development	64	25	56	100	100	100	na	na
Professional	80	67	69	na	0	0	na	na
Other	13	36	23	33	20	25	100	na

Note. These response rates are for those departments providing sufficient salary information to be included in either the analyses of faculty salaries or the analyses of salaries for chairs and other administrative positions within the department. The category "Educational/Counseling/School Psychology" includes departments of educational psychology, counseling psychology, school psychology, and other similar units. The "Other" category is a heterogeneous group of departments, including programs in industrial-organizational psychology and rehabilitation.

na = Not applicable.

APPENDIX B

STATES COMPRISING GEOGRAPHIC REGIONS IN THE UNITED STATES

APPENDIX B

States Comprising Geographic Regions in the United States

NEW ENGLAND:	Connecticut
	Maine
	Massachusetts
	New Hampshire
	Rhode Island
	Vermont
MIDDLE ATLANTIC:	New Jersey
	New York
	Pennsylvania
EAST NORTH CENTRAL:	Illinois
	Indiana
	Michigan
	Ohio
	Wisconsin
WEST NORTH CENTRAL:	Iowa
	Kansas
	Minnesota
	Missouri
	Nebraska
	North Dakota
	South Dakota
SOUTH ATLANTIC:	Delaware
	District of Columbia
	Florida
	Georgia
	Maryland
	North Carolina
	South Carolina
	Virginia
	West Virginia
EAST SOUTH CENTRAL:	Alabama
	Kentucky
	Mississippi
	Tennessee
WEST SOUTH CENTRAL:	Arkansas
	Louisiana
	Oklahoma
	Texas

MOUNTAIN:	Arizona
	Colorado
	Idaho
	Montana
	Nevada
	New Mexico
	Utah
	Wyoming
PACIFIC:	Alaska
	California
	Hawaii
	Oregon
	Washington

American
Psychological
Association